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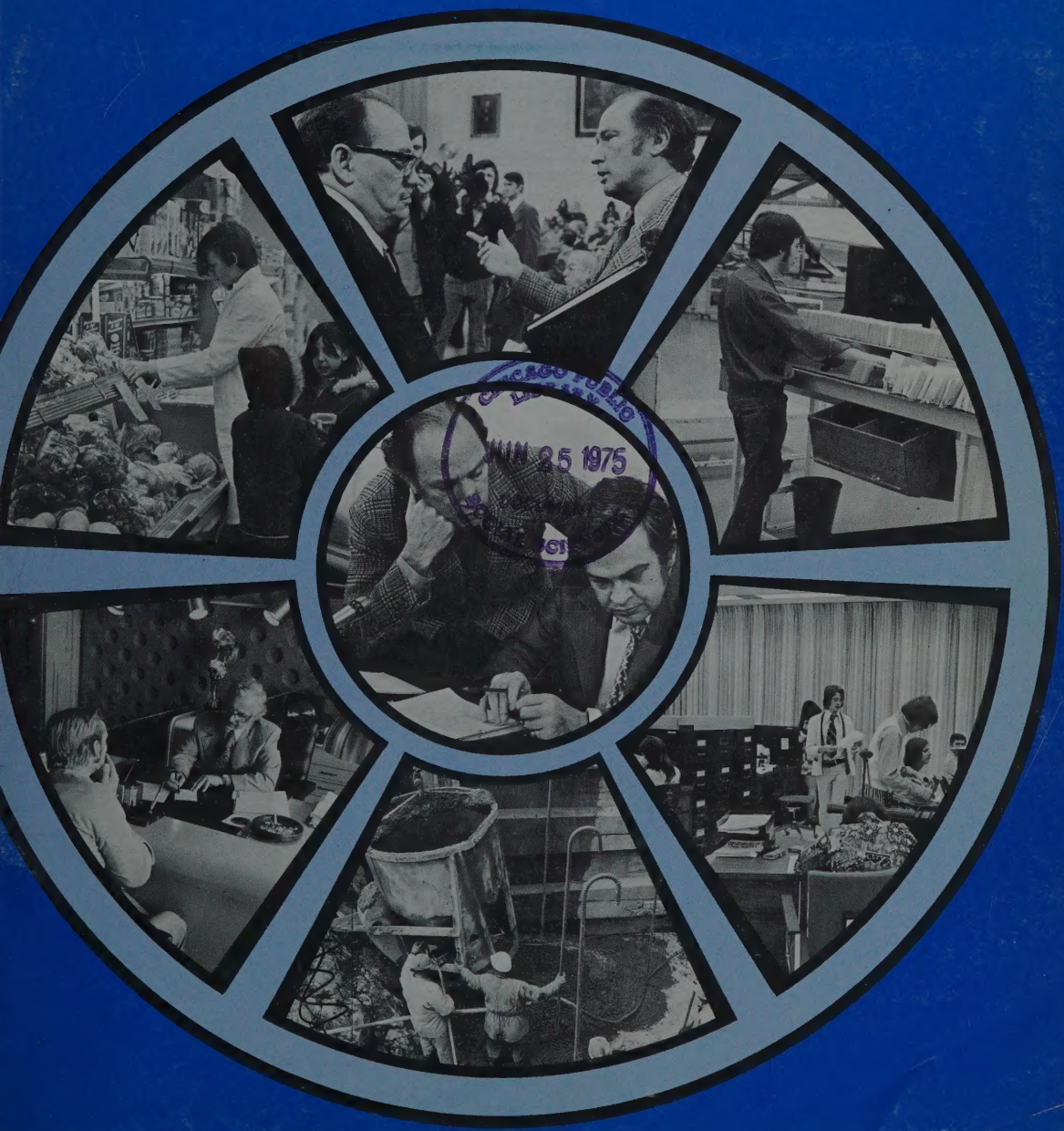
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Labour Canada Travail Canada

Celebrating 75 years of service
Au service des Canadiens depuis 75 ans

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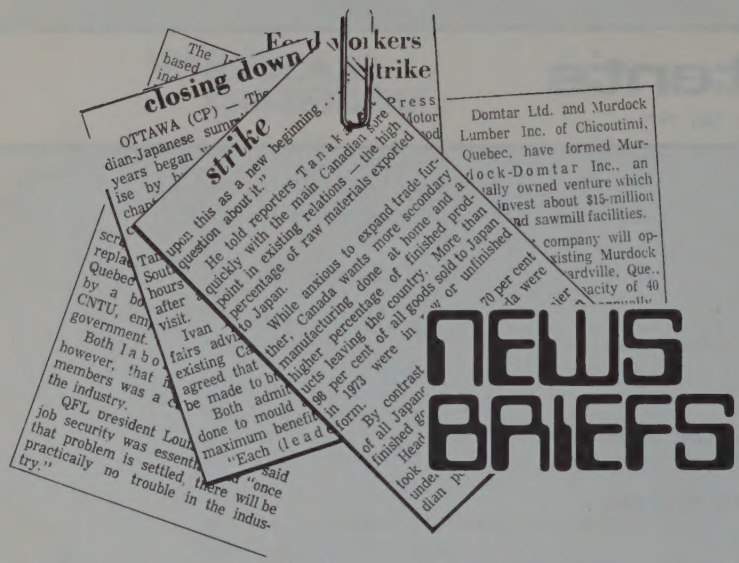


PSAC Demands More Realism

Strikes as a weapon in obtaining adequate wage settlements are predicted for the months ahead by the Public Service Alliance of Canada (PSAC) unless what it describes as "more realism at the negotiations table" becomes a feature of labour relations.

The PSAC, in its statement to the special joint Parliamentary committee on employer-employee relations, cites the erosion of purchasing power due to inadequate pay rates as contributing to staff relations difficulties among both federal public service employees and those in the private sector. The Alliance says its members do not expect their rates of pay to be higher than all rates in the private sector but that the PSAC membership does expect pay rates comparable to those paid by what it terms "good employers," and deplores the inability of the staff associations and the employer to agree on a list of "good employer firms."

Another contributing factor to strained relations specified by the Alliance is what it terms the employer casting "a jaundiced eye" on union requests for high percentage wage increases without taking into consideration that such requests are not inconsistent with private sector wage and salary trends.

The Alliance is also critical of what it considers the inconsistency of federal arbitral awards where some awards include cost of living allowance (COLA) provisions while other awards dismiss such provisions.

Right to Sue Urged

The Canadian Manufacturers' Association (CMA) says Canadian citizens should be allowed to sue unions they believe have wronged or injured them.

W.H. Wightman, the Association's industrial relations manager told the special joint Committee of Senators and MPs considering amendments to the Public Service Staff Relations Act that the only thing stopping private citizens from taking legal action against unions that disrupt public services is that the law prevents it.

"Public opinion is more than ready for such a change in the law," he said, citing a recent Gallup Poll in Ontario that he said, indicated strikes are a leading concern among voters. "The nine million man-days lost due to strikes in 1974 is shameful by any standard, but the most serious aspect is the fact that so much of this lost time was due to a dramatic increase in the number of illegal strikes. The prospect for 1975 doesn't look much brighter. This is all the more reason why governments in all Canadian jurisdictions should move quickly to make unions as fully accountable in law as their corporate counterparts." Whitman also urged the federal Government to repeal the strike provisions of the Public Service Staff Relations Act.

In addition, the Association's brief to the committee termed it "abhorrent" that those seeking a career in the public service should be obliged as a condition of employment to join, or in any way support, a labour union.

Prefer Detroit System

Several auto workers from Detroit found they had a hard time coping with Swedish style industrial democracy at the Saab engine plant in Sodertalje. Under a Cornell University project funded by the Ford Foundation, six workers from Ford and Chrysler plants spent four weeks as members of group assembly teams in Sweden: instead of each worker doing one particular job, a group of three assembled a complete engine, with the group itself deciding how to divide the work and how fast it should be done.

All but one of the Americans concluded that they preferred working in the Detroit assembly line system, despite its monotony. They

complained that the team system demanded faster work and more concentration, and that the lunch breaks were too short. They were also upset by having to change shifts every week, a Swedish practice that allows working spouses to take turns with household chores.

The Saab plant has used group assembly since 1969, and company officials say they have achieved the goals of improving work environment while maintaining the same output and costs. While no scientific study has been made of worker acceptance, the officials say there has been less absenteeism and employee turnover than with a conventional production line.

Trial of Flexible Hours

Experiments with flexible working hours appear to be successful in the British civil service and may become permanent in many departments. The practice underwent a six-month trial involving 3,000 employees in 24 local offices of the Health and Social Security Department.

Flexible hours are also working out where they've been tried in private British industry. Most employers surveyed by the Employment Department reported that morale had improved without any change in productivity. Where there was a change, it was usually an increase, although a small minority reported a decrease.

Britain still lags far behind some European countries in adopting flexible hours. About 1 per cent of British workers now may choose their own hours, compared with 6 per cent in West Germany and 40 per cent in Switzerland.

4-Day Week Not Common

In the early 1960s, many economists predicted that automation would shorten the work week. But a survey by the U.S. Bureau of Labor Statistics indicated that by 1974 only about 2 per cent of the labour force regularly worked fewer than five days a week.

A.H. Raskin, an editorial writer for the *New York Times*, points out that for most firms that adopted the system, "the work week is shorter in days but not in hours."

Nevertheless, Raskin predicts a four-day week, with fewer than 40 hours, for more firms in the post-recession period, and gives two reasons:

Dividing the available work into a shorter work week for all employees represents a constructive way out of the "last hired, first fired" policy tradition, and compressed work schedules are most popular among young workers—the future labour force.

Replaces Assembly Line

The Economist says Sweden leads the world in "humanizing" the production line. The British periodical reports also that Volvo, which eliminated the assembly line when it built its factory at Kalmar, Sweden, is considering extending its new system of "island assembly" to its other plants.

In "island assembly," instead of each worker doing one task, teams of workers are responsible for the production of a large part of each car.

The Economist says Sweden, along with other Scandinavian countries, has had considerable experience with various forms of industrial democracy, and has found it more effective at the plant level than at the board of directors level:

"The Swedes have found that workers are generally unproductive in management decisions, but particularly good at isolating problems on the factory floor."

Nevertheless, Sweden has recently adopted legislation stipulating that the board of directors of every corporation with more than 50 employees must include at least two workers' representatives.

And the *New York Times* says a special commission on workers' rights is expected to recommend that employers be stripped of their exclusive rights to hire and fire and that unions be given the right to negotiate in employment matters.

Equal Rights Amendment

The 19th amendment to the U.S. Constitution giving women the right to vote, was adopted in 1920, and the 27th amendment, guaranteeing equality under the law for both sexes, may be added in 1975. But that doesn't appear likely.

Congress sent the amendment to the states for approval in 1972. Since then, 34 have passed it; four more are needed to give it the necessary three-fourth approval.

Opponents of the amendment have lobbied strongly against it during the last two years—with some success. Five states, Oklahoma, Arizona, Georgia, Utah and Nevada, rejected the ERA outright. Virginia, Louisiana, and Indiana killed it for this year. Nebraska and Tennessee have gone as far as to vote to rescind their earlier approval. Votes still are expected in 1975 from North Carolina, South Carolina, Florida, Missouri and Illinois. Opposition will be strong in each case.

The opposition forces are reportedly centered around Roman Catholic and Lutheran groups, which see the amendment as a link to social practices they find distasteful, such as legal abortion and easy divorce.

The proposed amendment reads: "Equality of rights under the law shall

not be denied or abridged by the United States or any State on account of sex."

Executives' Pay Choices

Senior executives are changing their pay preferences in the current business slump, it is reported in *U.S. News & World Report.*

Declining sales and earnings in some industries have left their executives less interested in bonuses tied directly to company profits.

Growing numbers are choosing bigger cash salaries rather than taking part in cash and the rest in deferred compensation.

Because of the lengthy market decline, stock options had been unpopular for a year or so but now they are coming back. Many executives believe the only way their company stock can go now is up.

And as living costs rise, more executives are seeking fringe benefits such as broad medical insurance programs, low-cost vacations at company resorts and expense accounts with generous travel and entertainment allowances.

European Unemployment

A survey by *U.S. News and World Report* finds unemployment increasing in most European countries, and governments using a variety of schemes to cope with it. Unemployment in the nine European Common Market countries is close to four million, or about 4 per cent of the labour force.

France, with an unemployment rate of 3.2 per cent expected to rise even higher, has increased unemployment benefits by 50 per cent or more and is making big loans to vulnerable industries such as auto and construction.

West Germany plans to pay 7.5 per cent of the cost of capital-goods investments by companies, and has allotted $560 million to help construction and energy-producing industries.

An estimated 7.5 million migrant workers from Mediterranean countries live in Northern Europe, and they've been particularly hard hit by unemployment. Both West Germany and Belgium have closed their borders to new migrant workers, aggravating the unemployment problem in several countries, including Italy, Greece and Turkey. And now, West Germany is working out measures to offer German workers about 500,000 of the 2.5 million jobs held by foreigners.

Exercise Aids Alertness

A regular exercise program can improve mental alertness, memory and even emotional stability. That's the suggestion from preliminary findings of research under way at the University of Waterloo. The program, the first phase of a planned four-year research project, used 100 employees of Electrohome Limited as subjects.

A progress report after four months found evidence of faster reaction time and quicker mental response from the employees, who exercised three times a week. Those who showed physiological improvements also did better on memory tests than when they began exercising. The study also found a direct relationship between regular exercise and such personality factors as emotional stability, self-sufficiency and independence.

The participants ranged in age from 23 to 65. The main exercise was jogging, but there were also warm-up exercises and recreational exercises after the jogging.

Bans Job Discrimination

A U.S. federal judge has ordered a tobacco company to give women and blacks precedence in job assignments and promotions. District Judge Albert V. Bryant, Jr., ruled that American Brands Limited had discriminated against both categories of workers at its plants at Richmond, Virginia.

As a result, he has banned the hiring of white males as foremen or assistant foremen unless no one else is qualified for a particular job. The ban is to continue until the percentages of blacks and women in the 70 supervisory positions in the two factories and a sales office are equal to the percentages in the labour force in the area.

He has also ordered a system of "bumping" under which 600 blacks and women have the right to replace any production-line worker with less seniority on any job. The company may, however, move the newcomer out of the job if he or she cannot do it competently "following a reasonable time."

Judge Bryant is trying to give a one-time break to workers who had been locked into lower-level jobs by discrimination. A lawyer for the Equal Opportunity Commission has described the ruling as "revolutionary".

The co-defendants, the company and the Tobacco Workers' International Union, are expected to appeal.

Promises Fulfilled

France's President Giscard d'Estaing and his Cabinet appear determined to fulfil their election promises to French workers. The basic minimum wage has been raised; old age pensions, family allowances and other social benefits have been improved; a committee was formed to explore the possibility of worker participation in industry. The Government has also made it clear that if unions and employers do not work more closely together, the Government will step in

with legislation. The recent accord on redundancy between French employers and unions is an indication that the threat is being taken seriously (LG Jan., pp. 7, 8). The agreement provides that any worker losing his job will be guaranteed an unemployment benefit equal to his full wage for up to twelve months, the benefit to be paid from a joint fund, towards which employers must make an 80-per-cent contribution. The scheme is unique in its generosity to the redundant worker.

New ILO Safety Code

The International Labour Office has issued a new Code of Practice on safety and health in shipbuilding and ship repairing. It includes a feature that was not in any of its previous safety codes for other industries: a provision that production requirements and urgency of work "should never take precedence over the safety and health of workers."

It defines the duties of employers and employees in maintaining safety, and covers such particular items as scaffolding and staging, ladders and gangways, lifting appliances, hand tools, electricity, welding, work in confined spaces, protective equipment and medical services.

The code is the outcome of a meeting of experts held at Gothenburg and financed by Sweden. It is intended for legislators, planners, administrators, businessmen, union leaders, medical doctors and others concerned with occupational safety and hygiene.

Labour's Briefs to Government

CLC

In its 1975 brief to the federal Government, the Canadian Labour Congress forecast a "gloomy" year for the economy: a possible inflation rate of 12 per cent accompanied by an unemployment rate of more than 7 per cent.

About 500 representatives of organized labour were on hand when the submission was presented to the Cabinet on March 24. It was the first time the presentation was made by Joe Morris, who last year succeeded Donald MacDonald as president of the CLC.

Morris said the Congress appreciated that contemporary economic problems are highly complex and have no "simplistic" solutions, and that decisions must be made in the light of international developments. The difficult problems facing Canada make it mandatory that government, business and labour "co-operate on a tripartite basis" to try to solve them.

The CLC president told the Cabinet the labour movement was ready to play its part "in the measures that are necessary to deal with the increasingly difficult economic situation." But the Congress would not accept "attempts to label labour as the cause or to make labour alone shoulder the burden of solving economic problems."

In reply, Prime Minister Trudeau agreed that sacrifices must be shared by all segments of society, and that the Government, which had been meeting with representatives of various groups, was very pleased with the "responsible attitude" shown by the CLC leadership.

Murray Mosher, Photo Features

Morris addressing Cabinet

Both Trudeau and Morris expressed concern about the number of man-days lost through strikes. Morris pointed out, however, that most recent strikes were in the public service, where workers "had too long been neglected."

The Prime Minister said there were frequently successive strikes in the same industry, and he wondered whether the CLC leader had considered "the possibility of bringing the unions closer together so that perhaps one series of free collective bargaining could settle the issue in one industry."

Morris replied that generally where there are multi-bargaining units, unions prefer to work together to sign agreements that start and terminate at the same time. He said the CLC had already indicated to the labour department that it was interested in finding a solution to multiple successive strikes. There had to be negotiations among all the parties concerned, however, and "agreement on the kind of mechanisms that would operate and the form in which the structures would be created." This was not something the Government could bring about "by fiat."

C.M. Drury, Minister of State for Science and Technology, and Minister of Public Works, agreeing that inflation and unemployment would be high this year, said that in dealing with the problems of inflation and slowed real growth, the Government had tried to avoid the "distortions and strictures" of price and wage controls by increasing supply and offsetting the impact of rising prices on the standard of living of Canadians.

As examples, he cited reductions in the rates of personal income tax, measures to expand the supply of housing and keep progress going in the construction field, steps taken to stimulate and increase farm output, and a moderate—"neither excessively tight nor excessively loose"—monetary policy. He said income tax changes would leave an additional $2.6 billion in the hands of Canadians in the current year, and reductions in sales taxes and customs duties would add another billion to this.

Morris countered that even more tax cuts would be needed to stimulate the economy and that the tax structure should be changed to provide higher concessions at the lower-income level because "that's where people spend their money."

In its memorandum, the Congress opposed wage and price controls, saying workers must catch up in 1975 to compensate not only for inflation but to redress "the inequitable share of income as between wages and salaries on the one hand and corporate and other forms of income on the other."

The CLC, which has 1.9 million members in its affiliated organizations, reiterated its request for a guaranteed annual income program, but said the burden of its cost should not be borne by workers and lower-income groups. The Congress reiterated also its call for changes in the Canada and Quebec Pension Plans to provide by 1996 benefits equalling 75 per cent of earnings at age 60.

Morris disputed any suggestion that current high unemployment was related to any abandonment of the work ethic by young Canadians. "The simple fact is they don't have a chance to exercise the work ethic because there are no jobs for them," he said. "Youth are not turned off work; they'll work if there's work for them to do."

The CLC brief urged legislation to end discrimination on the grounds of sex or marital status, full implementation of the recommendations of the Royal Commission on the Status of Women, and the removal of abortion from the Criminal Code.

Labour Minister John Munro replied to several specific proposals in the brief, including one for a minimum wage of $3.00 an hour instead of the present $2.20. He said the Government would soon announce an increase and, although it would not be as high as $3.00, it would "put us in advance of all the current rates payable within the provinces, none of which has exceeded $2.50 an hour." He said, however, that the Government was not prepared to meet another request: indexing the minimum wage to the consumer price index.

Munro said there had been discussions among Cabinet members of the CLC's proposal for a tripartite body on the country's economic problems, and he hoped these discussions would continue. He agreed with criticism that loopholes in the review powers of the federal court are causing undue delays in implementing decisions of the labour relations board. The department was reviewing this situation, and he thought something "more constructive" could be done.

Munro agreed also with the CLC's stand that the spirit of the technological change provisions of the Canada Labour Code is defeated when third parties implement the technological change: "We recognize this is a difficult situation, and we have it under review to see if we can effect some significant change there."

Morris commended Prime Minister Trudeau for trying to bring about improved trading relations through some form of "contractual link" with the European Economic Community. "We need diversified trade," Morris said. "We need to increase our exports to and imports from the EEC and reduce our dependence on the American market."

The CLC chief criticized the Government however, for "failing to come to grips" with the energy crisis. He called for a "clear and

comprehensive" energy policy incorporating: maintenance of the two-price system for oil; rejection of any move toward continentalism in energy use; continuing and close review of both volume and pricing of all energy products destined for export; a forceful and mandatory energy conservation program without price increases; a strong national energy corporation to research and develop all energy sources "including coal, nuclear power, oil, natural gas and tidal power," and a restructured set of regulatory agencies that would treat all energy enterprises as public utilities.

Among other proposals in the CLC brief:

- inclusion of families earning up to $18,000 a year in programs to subsidize mortgage interest rates at 6 per cent;
- a change in the consumer price index to more accurately reflect the cost of housing;
- a requirement that banks, trust and insurance companies direct more of their resources to mortgage lending;
- effective steps to stop land speculation and bring land costs under control, including more land banking;
- greater assistance to co-operative housing projects;
- early action to implement a consumer housing warranty plan;
- development of a Canadian merchant marine;
- unilateral action to protect Canada's fishing industry because of a danger that Canadian waters would be "fished out" before an international agreement could be reached;
- withdrawal from NORAD and a scaling down of Canada's commitment to NATO;
- reinstatement of the subsidy on milk;
- devoting more attention and resources, in co-operation with the provinces, to eliminating industrial work hazards;
- indexing the wages of all workers, whether organized or unorganized, to the consumer price index.

The CLC warned that current economic problems, unless solved, could lead to social unrest as more and more Canadians "found themselves without the means to protect themselves against the ravages of unemployment and inflation. "We do not share the view that social disorders taking place elsewhere cannot happen here."

CRLA

In its annual brief to the Cabinet, the Canadian Railway Labour Association (CRLA) suggested policies that the Government could adopt to create a more efficient transportation system.

Murray Mosher, Photo Features

CRLA President W.C.Y. McGregor

Included in the brief were requests for changes in the Unemployment Insurance Act and the Corporations and Labour Unions Returns Act.

The CRLA said Canada's transportation system was inadequate to meet the country's need. It suggested nationalization of CP Rail, establishment of a government transportation equipment system and an increase in statutory grain rates.

"The emphasis on profits and competition contained in the National Transportation Act has failed to meet the transportation needs of the people of Canada" said the Association's brief. "Transportation resources ... should be used as an instrument of economic policy rather than as purely private business ventures. Where it is in the public interest to accomplish this goal by nationalization or by government ownership of plant and equipment, we support such a course." This is the first time that the Association, which represents 18 railway unions and 100,000 workers, has mentioned nationalization of CP Rail.

The CRLA suggested that an alternative to nationalization would be an increase in grain rates—sometimes known as the Crows Nest Rate—which would give the railways enough money to pay for new equipment to handle the growing grain traffic.

The CRLA recommended also that the Government strive to create a more efficient passenger system. "We recommend to your Government that the present policy embodied in the National Transportation Act, which resulted in the phasing out of railway transportation, be completely reversed. The use of rail passenger transport should be encouraged. This objective can be achieved by placing increasing emphasis on railway equipment design, improved scheduling, quality of service, and increased government subsidies."

Transport Minister Jean Marchand responded with his now-famous phrase: "I agree with you, transportation policy in Canada is a mess." The Canadian Transportation Commission, which is now reviewing transportation policy, hopes to come up with a White Paper or major policy statement that can be presented to the House of Commons before the summer recess, for debate when the MPs return in the fall.

Marchand agreed with the CRLA that trains are assuming a more important place in Canadian transportation because of the increased use of commuter trains in and between densely populated urban areas.

"Our philosophy in the 1967 National Transportation Act was based on the principle that there should be no privileges for trains," said Marchand. "It was decided that in ten years the transportation commission would phase out all subsidies, not wanting to get involved in areas where trains were losing money. What we said in the sixties is no longer true. Trains are the instrument of the future."

Marchand said that nothing new in transportation policy would be decided without first consulting the Association.

The CRLA said that it wanted clarification of section 44 of the Unemployment Insurance Act. Under this section, there has been some controversy over the financing of claimants who are not on strike and who are not directly involved in a labour dispute. Manpower and Immigration Minister Robert Andras said that this section of the Act is under review and added that there would be consultation with the unions before the section was amended.

The CRLA asked for amendments to the Corporation and Labour Unions Returns Act. "In our view, this piece of legislation has served no useful purpose, other than to provide the Canadian public with a report that is inaccurate, incomplete and misleading," said the brief. A spokesman for Labour Minister John Munro said that the union would be consulted before any amendments to the Act were introduced.

*

ERRATUM—April 1975, p. 225. col. 2, para. 3, for 1949 *read* 1969.

CLC's Founding President
Jodoin Dead at 6

Claude Jodoin, founding president o the Canadian Labour Congress (CL died on March 1 at St. Vincent's Hospital in Ottawa, his home since May 1967, when he suffered a paralytic stroke.

Jodoin, who was 61, died quietly in his sleep. He had been one of Canada's best-known labour leaders

After his illness, he was succeeded CLC president by the then secretar treasurer, Donald MacDonald, who retired last year. An executive vice-president, Joe Morris, succeeded MacDonald. Morris said Jodoin "literally gave his life for the workin people of Canada."

Jodoin was born in Westmount, Qu on May 25, 1913. Because of the Depression of the 1930s, Jodoin, lik many other Canadians, was forced leave school at an early age. He worked in the sweatshop conditions the Montreal garment industry, and 1937 became an organizer for the International Ladies' Garment Worke Union. In 1947, he became manage of the ILGWU'S Montreal joint boar That year he was also elected

Thomas Studio, Ottawa

president of the Montreal Trades and Labour Council, a position he held without interruption until 1954, when he was elected national president of the Trades and Labour Congress of Canada. He had previously been a vice-president of the TLC and chairman of its union label committee.

When the TLC and the Canadian Congress of Labour merged to form the CLC in 1956, Jodoin was unanimously elected the first president of the new central labour body. He was re-elected at the following five biennial conventions.

In 1967, he received the award of the Order of Canada and a Centennial Medal, and in 1972, when the CLC founded the Labour Hall of Honour, he was one of the first persons named to it.

A big, bluff, friendly man, he was also known for his physical courage. He had on more than one occasion cooled picket line violence by his courageous approach. Once, when militant demonstrators tried to disrupt a meeting at which he was speaking, he told them he wasn't afraid "of a little scuffle."

On May 16, 1967, a few days before he became ill, Jodoin received an honorary doctorate of law from the University of New Brunswick. The citation read, in part: "His boyhood ambition was to be a surgeon. But the crash of '29 and the Depression forced him to trade the scalpel for the pick and shovel. In the sweatshops of Montreal he saw the need for surgery of a social kind when cutters were driven to sleeping on their tables and a pair of workers might share a weekly wage of $7.50."

Jodoin was a Montreal city councillor for nine years, and a Liberal member of the Quebec Legislature from 1942 to 1944. During the Second World War, he was a captain in the Mount Royal Fusiliers, Second Battalion (Reserve). He also became well-known internationally as a labour leader. He was a member of the executive board of the International Confederation of Free Trade Unions, and from 1951 to 1960 was on the executive board of the International Labour Organization.

Letters

Convention Misinterpreted

The article in your January edition of *The Labour Gazette* on the recent convention of the B. C. Federation of Labour is misleading. Your reporter has minimized the substantial criticism by Federation President George Johnston of the federal government's shortcomings, particularly in the field of lack of economic policy and has exaggerated, out of context, general criticisms of the provincial Labour Code and Labour Relations Board.

It is true that our Federation has had disagreements with our provincial Government over labour policy. It is also true that we have had strong criticism for the provincial Government in its handling of labour policy and one or two other items. However, to imply that we had "heavy criticism" for the provincial Government of British Columbia as a whole is just plain inaccurate.

In fact, just the opposite is the case. Delegates to the convention of the British Columbia Federation of Labour pledged continued support for the New Democratic Party provincial Government and passed many resolutions commending government activities on a wide range of issues. Naturally, our Federation will be critical of policies of any government if we view those policies as detrimental or inadequate for working people. But, in reviewing the overall record of the government of British Columbia, our delegates came out strongly in support of the provincial Government.

I hope you will see fit to print this letter since the interpretation of our convention presented by your report is extremely unbalanced.

Len Guy
Secretary-Treasurer
B.C. Federation of Labour

Attention readers! *As we complete our 75th year of publication, we invite you to tell us what you would like to see in* ***The Labour Gazette,*** *what changes you want, what type of article you find most interesting. We include a card in this issue, which we ask you to please complete and return to us, giving your views on* ***The Labour Gazette.*** *By doing so, you will help to make it a better magazine.*

"If there's anything I can't stand, it's the nouveau poor."

Inflation and Collective Bargaining

by Laurence Kelly and Pradeep Kumar

News headlines during the past year or so have provided almost daily testimony to the disruptive effect of inflation on collective bargaining in Canada. Unprecedented wage demands, frustrated conciliation and mediation attempts, increasing numbers of contract rejections, a record number of man-days lost through strikes—these are some of the indications of the strain imposed on labour-management relations by the state of the economy. Although the industrial relations system has shown a remarkable degree of resilience in adjusting to some of the problems created by a high rate of inflation, notably through the varied provisions aimed at providing more effective protection against erosion of real incomes, the adjustments that have been made raise important questions about their longer-term implications.

Laurence Kelly is Acting Director of the Industrial Relations Centre at Queen's University, Kingston, Ontario

Pradeep Kumar is Research Associate, Industrial Relations Centre, Queen's University

Wallace R. Berry

The reality of past inflation and the uncertainty as to its future course have affected the collective bargaining system in a number of ways:

- longer contract negotiations;
- increased work stoppages during the negotiation of collective agreements;
- a record number of work stoppages during the term of agreements;
- a sharp rise in the number of settlements rejected by union members in ratification votes;
- a trend toward contracts of shorter duration.

At the best of times, collective bargaining is not a speedy process. During the 1963-70 period, the average length of negotiations in most years was about six months. Inflation has accelerated since 1971, however, and the negotiation process has become more protracted. This is indicated in Table 1. Of the nearly 2,000 major settlements recorded in the 1963-70 period, 22.6 per cent were arrived at after negotiations of three months or less, and 13.5 per cent after negotiations of 10 months or more. By contrast, only 14.3 per cent of more than 1,000 settlements reached between 1971 and the first nine months of 1974 were achieved through negotiations of three months or less and 19.2 per cent through negotiations lasting 10 months or more. These figures alone testify to the difficulty of reaching agreement in an inflationary environment.

The rising incidence of work stoppages during negotiations constitutes further and stronger evidence of problems at the bargaining table. Since the early 1960s, the year-to-year incidence of work stoppages during major collective bargaining negotiations has been highly correlated with the rate of increase in consumer prices. Over the 1971 to 1974 period, the proportion of major settlements preceded by a work stoppage amounted to somewhat more than 15 per cent. This figure contrasts with rates of 8 to 10 per cent in the 1965-1970 period, and with rates of about 4 per cent in the low inflation - high unemployment years of the early sixties.

Contributing to the record number of man-days lost through work stoppages in 1974 was a wave of strikes occurring during the term of collective agreements. In the first nine months of that year, the number of work stoppages occurring prior to the expiration of the collective agreement was nearly three times higher than the average of the past ten years. Underlying this staggering increase in illegal stoppages were demands for cost of living adjustments to previously negotiated wage schedules. According to the Canada Department of Labour, a cost of living adjustment was at issue in almost one half of the 316 disputes occurring prior to the expiry date of contracts in 1974, compared with about 12 per cent of the 102 conflicts in 1973.

No official data exist as to the extent to which tentative agreements reached by union and management bargaining representatives are subsequently rejected in ratification votes by the union membership. Nevertheless, there have been increasing references to a contract rejection problem related to inflation. In an attempt to identify the dimensions of this problem, the Industrial Relations Centre at Queen's University recently surveyed companies in Ontario that had negotiated settlements in 1974.

Table 1. Percentage Distribution of Major Collective Bargaining Settlements by Duration of Negotiations

	3 months or less	4-9 months	10 months or more
1963-70	22.6	64.0	13.5
1971-74	14.3	66.5	19.2

Source: *Collective Bargaining Review*. Data cover first 9 months, 1974.

Table 2. Percentage Distribution of Major Collective Bargaining Settlements, by Contract Duration

	12 months or less	13-24 months	25 months or more	Total
1962-65	19.6	43.1	37.3	100.0
1966-69	16.6	46.6	36.7	100.0
1970-73	12.4	51.1	36.4	100.0
1974 (11 months)	21.4	57.9	20.7	100.0

Source: *Collective Bargaining Review*

Although returns to this questionnaire are still being processed, preliminary data indicate that for more than 200 responding companies the rate of contract rejections in 1974 was considerably higher than in their previous negotiations. The factor most frequently cited by respondents as the major underlying factor in contract rejection was the effect of settlements reached elsewhere—a point that seems to underscore the demonstration effect of widely publicized inflation-related settlements.

Depending on how one views it, the trend toward contracts of shorter duration may be considered either a problem created by inflation or an adjustment to cope with the latter. Frequent negotiations may clog up the collective bargaining process, resulting in almost continuous bargaining without any significant period of stable relationships. Yet, they may be considered an adjustment, representing insurance against problems that may arise when agreement cannot be reached about the size of wage increases necessary to provide protection against possible erosion of earnings through future inflation. As shown in Table 2, there was in 1974 a growing predilection for shorter contracts. Between 1962 and 1973, there was virtual stability in the proportion of settlements lasting 25 months or more, such variation as there was being a decline in the proportion of agreements of 12 months or less and an increase in both the 12 month-or-less and 13-to-24-month categories. Moreover, this shift was accompanied by a shorter average duration of agreements within the two longer-term categories.

In addition to the problems that it has created at the bargaining table and during the term of collective agreements, there is some evidence that inflation has had adverse effects on labour-management relations in less direct and generally less quantifiable ways, such as effects on attitudes and morale, effects on absenteeism, and effects on turnover.

In both the private and public sectors of the economy, employers have made various kinds of wage and salary adjustments to cope with the unrest resulting from the erosion of workers' real earnings. These adjustments can be grouped into three categories:

- wage and salary increases in excess of those historically granted;
- mid-term contract adjustments, including special bonuses, and advanced negotiations or salary reviews;
- new or improved cost of living escalator provisions.

The most common response to the accelerating pace of inflation has been to award wage and salary increases sufficient to compensate workers for declines in real wages resulting from past inflation as well as to provide protection against estimated future inflation. This response is evident in the record base-rate increases negotiated in major collective agreements during the first three quarters of 1974, the average increase amounting to 13 per cent over the life of agreements, with somewhat higher percentage increases in the first year of contracts. Wage increases were higher in the third quarter than in the first two quarters of the year (14.5 compared with 12.5 per cent), and were roughly comparable in the manufacturing and non-manufacturing sectors.

These figures undoubtedly understate the magnitude of wage increases made in response to inflation, since they do not include cost of living adjustments provided for over the life of the agreement. Thus, the Ontario Department of Labour's review of third-quarter 1974 wage settlements covering 200 or more employees, including construction, shows a 17 per cent increase in base rates. But, in contracts containing COLA provisions, base rate increases in Ontario amounted to only 11.0 per cent.

Although no up-to-date official information exists with regard to mid-term wage and salary increases, press reports suggest that such adjustments have become increasingly prevalent. The most recent official information relates to the period August 1973 to June 1974. According to the federal Department of Labour, interim wage adjustments were reported during this period by 51 major employers. The 731,000 workers affected (most of them public service employees) were covered by agreements negotiated in 1972 and 1973 and due to expire in 1975 and 1976.

The nature of these adjustments varied. In some cases, including the Government of Canada, the governments of New Brunswick and Newfoundland, and Ontario Hydro, the adjustments took the form of lump-sum bonus payments. In other cases, adjustments were made in percentage or cents-per-hour terms, some of these resulting from the advancement of scheduled contract increases, others from decisions to renegotiate the wage provisions of existing agreements, others again from management decisions to advance salary reviews or to speed up progression through salary ranges.

A notable development in collective bargaining in 1974 was the spread and improvement of formal cost of living escalator provisions. At the beginning of the year, according to the federal Labour Department, somewhat less than 10 per cent of the agreements in force (covering 20 per cent of workers) contained COLA clauses. More than two thirds of the agreements with COLA provisions were in manufacturing industries and nearly half of these were in bargaining units of 500 or more employees. Such clauses, therefore, were found mainly in large manufacturing enterprises.

This pattern changed dramatically in 1974. Although no official data are

Table 3. Collective Agreements with COLA, 1974

	Number	Employees
Total at the beginning of 1974	233	385,269
In bargaining units with 500 or more workers	119	357,414
In units with fewer than 500 workers	114	27,855
New Agreements with COLA in 1974 (11 months)	331	348,642
In units with 500 or more workers	120	312,094
In units with fewer than 500 workers	211	36,548
Total Agreements with COLA, as of November 1974	564	733,911
In units with 500 or more workers	239	669,508
In units with fewer than 500 workers	325	64,403

Source: *Collective Bargaining Review*

available as yet, an analysis of collective agreements reported in the first 11 months of 1974 indicates that both the number of settlements with COLA provisions and their employee coverage almost doubled, while improvements were made in many previously negotiated clauses. Notable among non-manufacturing industries where COLA clauses were negotiated for the first time were railways, supermarkets, hospitals, education, and provincial governments.

adjustments are the norm, notably in agreements covering salaried workers in government and other non-commercial service industries.

Not all COLA clauses provide complete protection against inflation. In many cases, there are limits on the increase that can be obtained during the life of the contract or in any one year. A federal Deparment of Labour study, published last summer, found that, of 190 cost of living clauses providing for cents-per-hour adjustments, nearly half stipulated a maximum payment, ranging from 3 cents to 30 cents an hour per contract year. (For a worker earning $5.00 an hour, even the 30-cent maximum would be reached at an inflation rate of 6 per cent). Recent settlements, however, indicate a trend toward raising or removing the ceiling.

Underlying the staggering increase in illegal strikes in 1974 were demands for cost of living adjustments to previously negotiated wage schedules

Although the general objective of cost of living escalators is to provide more effective protection against the possible erosion of wage gains through inflation, there are considerable variations in the nature of recently negotiated provisions. The most common type of clause provides for a 1-cent-per-hour increase for every 0.4-or 0.5-point increase in the consumer price index. (In the auto industry, wages are increased by .1 cent an hour for every 0.3-point increase in a composite U.S.-Canada consumer price index. Because of a difference in the base year of this index, however, this is equivalent to 1 cent for every 0.35-point change in the Canadian index).

The cents-per-hour adjustment is consistent with the traditional wage policy of industrial unions, which is to bargain for flat-rate or graduated wage increases, the effect of which is to provide for higher percentage increases for unskilled and semi-skilled workers than for skilled workers. By contrast, cost of living escalators providing for increases in wages and salaries equal to the percentage increase in the consumer price index are common in situations where percentage across-the-board

The frequency of adjustment also has a bearing on the effectiveness of COLA clauses in providing protection against inflation. The more frequent the adjustment, the more adequate will be the protection. Of the 190 clauses analysed by the Department of Labour, only one provided for monthly adjustment, nearly two thirds provided for quarterly adjustments, the remainder for semi-annual or annual adjustments. A cursory examination of new COLA agreements indicates that the pattern of adjustment has not changed significantly, a majority of recent agreements providing for quarterly adjustment.

Variations in the nature of COLA provisions include also the extent to which adjustments are incorporated within basic wage rates and salaries. Although detailed information on this aspect of COLA is not available, it appears that many agreements in manufacturing and mining provide for the rolling of part of the cost of living payments into base wage or salary rates. This "fold-in" feature of COLA has implications for unit labour costs, since most employee benefits are tied to wage rates. It brings related increases in overtime payments, shift payments, pension and group life insurance benefits, and other supplementary labour costs.

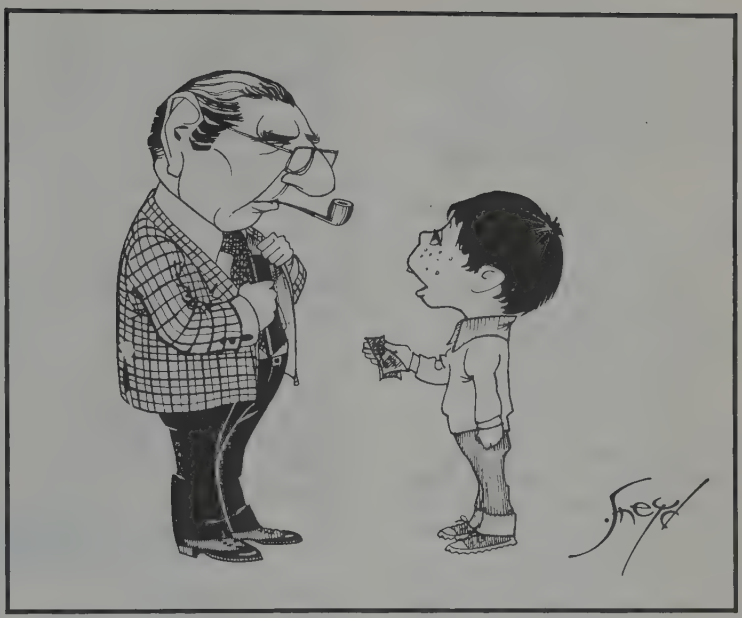
Collective bargaining adjustments to inflation have not been confined to wages and salaries alone. A major concern of trade unions has been the

Govt. edgy over unions' trend towards rejection of contracts
Ontario tradesmen seek 30-96% raise over next two years
Housing prices up 15 pct.?
Hydro seeks rates increase
On adjusting the slings and arrows of inflation
Strikers say management won't bargain
Posties resume rotating strikes but avoid Metro
The cost of eating
Posties close to contract accord

effect of inflation on private pensions. Aided by recent legislation that permits adjustments of pensions in accordance with the full rate of inflation, unions have shown increasing interest in introducing COLA provisions in this area. As yet, it appears that few companies make pension adjustments based on the rate of inflation. Where such adjustments have been made, they provide (except in the government sector) for increases that are less than the percentage rate of increase in the consumer price index, the most generous provision to date being found in Steelworker contracts with Continental Can and American Can of Canada, under which pensions are increased by 65 per cent of the average annual increase in the CPI. Although the cost implications of index-based adjustments of private pension plans seem staggering, there seems little doubt that unions can be expected to direct their efforts increasingly to this objective. Without such adjustments, earlier successes in negotiating improved pensions and earlier retirement could turn out to be hollow gains.

While an in-depth analysis of the above-mentioned developments and their far-reaching implications is beyond the scope of this article, some general conclusions can be drawn.

First, public concern about the high incidence of work stoppages during the negotiation of agreements points to a need for more thorough analysis of the effects of labour disputes, and to a need for alternative approaches to dispute resolution in cases where the costs of strikes are high. While the losses resulting from work stoppages in the manufacturing sector, may easily be exaggerated—and are certainly overstated by conventional measures of man-days lost—and while these generally involve little inconvenience to the public, the opposite is probably true in the case of work stoppages in service industries. In areas such as transportation, communication, utilities, health, education, and government, work stoppages tend to be short but the costs are likely to be greater than suggested by the number of man-days lost. Losses may not easily be recouped, there may be non-recoverable effects on other industries, and there is invariably some degree of public inconvenience. In industries such as these, innovative approaches to dispute settlement are urgently needed. There appears to be no shortage of ideas as to how collective bargaining might better protect the public interest without its effectiveness being impaired. What is needed is a willingness on the part of labour and management to experiment with some of the proposals that have been made.



Doug Sneyd, Toronto Star Syndicate

"You forgot to add the cost-of-living increase to my allowance"

When the terms of a collective agreement become obsolete, there is justification for revising it

Secondly, the growing number of strikes during the term of collective agreements aimed at forcing employers to renegotiate wages raises questions about the appropriateness of existing labour relations legislation in a period of inordinately high inflation. The commissioner appointed to inquire into last summer's illegal Montreal transit strike recommended that the workers' wages be tied to the cost of living. This and the willingness of many employers to change or renegotiate the wage provisions of existing agreements, seem to suggest that when the terms of a collective agreement become obsolete, there is justification for revising it. The question here is not whether strikes over wages should be permitted during the term of collective agreements but rather whether

employers and unions should be required either to specify in their agreements the circumstances under which wages and related provisions might be renegotiable before the expiry of the agreement or to include a cost of living escalator provision.

From an industrial relations standpoint, the advantages to be expected from such requirements would be a reduction in the number of illegal work stoppages, and encouragement of longer-term contracts. From an economic standpoint, the advantages of any approach that would result in more frequent and possibly larger wage adjustments are debatable. Without attempting to review these adjustments here (a detailed summary is given in the August 1974 *European Industrial Relations Review*) one might simply note that there is no consensus that COLA provisions are in themselves inflationary, even when they result in higher wage increases than would have occurred otherwise. Moreover, they could result in wage increases that are lower than in agreements in which wages are based on "guesstimates" of future inflation. Indeed, there is some evidence that the latter was the case under COLA clauses negotiated in the early 1950s, when the underlying inflationary pressures in the economy subsided.

Not all employers, of course, are in a position to quarantee their workers protection against erosion of their real incomes. Those who might have particular difficulty in doing so include employers operating on small profit margins; those engaged in contractual operations, where predictability of costs is essential: industries such as health and education, which are dependent on government funds for their operation. This raises questions about the extent to which governments should be prepared to accept responsibility for the protection of real incomes. Although

Not all employers are in a position to guarantee workers protection against inflation

governments have recently implemented a number of measures that have helped to sustain aggregate disposable incomes, including, at the federal level, tax cuts, the indexing of tax exemptions, and higher family allowances, a question that merits consideration is whether selective, supplementary measures, aimed specifically at those who have lost out through inflation might be appropriate.

A more general question deserving fuller discussion is the relationship between workers' earnings and their disposable incomes. It has been argued, for example, that the indexing of tax exemptions would result in more moderate wage demands—an argument that would also apply in the case of tax cuts and perhaps in the case of increases in benefits like family allowances. It is not obvious, however, that workers' wage demands are based on after-tax disposable incomes.

Lastly, an issue that takes on particular significance in the current inflationary environment is the role of government as an employer. As the largest employer in the economy, and at the same time protector of the public interest, to what extent should government be expected to lead or follow in the wage determination process? How appropriate are the criteria governments follow in bargaining with their employees? What should their stance be with regard to the issue of adjustments during the term of agreements or the determination of standards on non-negotiable items such as pensions? How does their role as direct employers relate to their role as indirect employers of those working in industries dependent on government support? The approaches that governments take to such questions can have an important impact on both the private and quasi-public sectors of the economy. They are questions that, in the light of recent developments, merit fuller consideration than has been given them.

Canadians and the Work Ethic

by Roy LaBerge

Most Canadians are imbued with the work ethic, but are afraid that most other Canadians are not. That's the indication from a survey of 2,000 of them conducted in 1974 by a research group in the Department of Manpower and Immigration.

About 82 per cent of those surveyed agreed with the statement: "There is an atmosphere of welfare for everybody who wants it in this country." Yet, despite that belief, only 3 per cent said they would rather

Atmosphere of welfare but no mass defection from work

collect unemployment insurance than work, and only 5 per cent said they would like to work for a while and then get by on unemployment insurance.

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Thomas Studio

Robert Andras, Minister of Manpower and Immigration, says the survey indicates that although Canada may have a few people who are "content to rip off any system," the country does not face a mass defection from the idea of work. "We do not have a mass national work ethic problem," he adds. "We do have problems relating to job satisfaction."

Andras says increasing numbers of Canadians are interested in more than just pay cheques: they want more satisfying jobs where they are treated humanely and have a sense of achievement: "They are ready to do tough, disagreeable jobs, but they want personal as well as financial rewards." He also predicts that many of the dull, unsatisfying jobs that now are hard to fill will disappear with technological change. This has been happening during the last 50 years, "and there is every reason to believe that it will continue and perhaps even accelerate."

The decision to conduct the survey grew out of the federal Government's continuing concern with unemployment, which has puzzled policy-makers in recent years by persisting while other economic

"We do have problems relating to job satisfaction"

indicators have shown strong performances.

Many explanations have been proposed, and the survey investigated two of them:

1. "A change in people's attitudes, values and behaviour had led to a weakening of the desire to work. Canadians, particularly young Canadians, were not willing to take existing jobs because they preferred unemployment insurance and idleness to work."

2. "Today's jobs are not satisfying the expectations of workers, particularly young workers; too many jobs are mind-numbing and inherently dissatisfying; young workers are seeking more creative roles for themselves."

Jobs that are hard to fill will disappear with technological change

So a twofold survey was launched:

- a survey of the work ethic to explore Canadians' attitudes to work in general and thus try to better understand their behaviour in the labour market;

- a survey of job satisfaction to examine aspects of workers' current jobs in which they did or did not find satisfaction.

The methodology of both surveys appears sound. In the work-ethic study, researchers first conducted in-depth interviews with people in the 16-to-24 year age category in four cities: Halifax, Montreal, Toronto and Vancouver. Then they conducted an interview survey in 49 cities of about 2,000 men and women between the ages of 16 and 60. They used this quota sampling: British Columbia 200, Prairie Provinces 500, Ontario 450, Québec 450, Atlantic Provinces 400.

Photothèque

In principle committed to work

The sample was surveyed in randomly selected house calls during the last two weeks of February 1974, with each interview lasting from 45 minutes to an hour. The researchers assert that the demographic match between the work-ethic survey and the population is close, and that biases with regard to the age, sex and marital status of the respondents are minimal. In the survey of job satisfaction, 1,000 Canadians were asked 34 questions about their jobs. Again, the total sample was highly representative of the total population in region, community size, age, sex and marital status. Although the researchers call for caution in interpreting results, they believe their findings do give a general view of the work values of the Canadian people.

They found several indications that the work ethic is in good health:
- Canadians are, in principle, committed to work.
- Canadians choose work over most leisure activities when they have to make that kind of trade-off.
- Canadians would rather work than be on unemployment insurance.

This commitment to work showed up when the persons surveyed were asked to rank friends, work, church, family and union in order, according to how committed they felt to each. Family led 82 per cent of the time, but work was most frequently in second place, even ahead of friends.

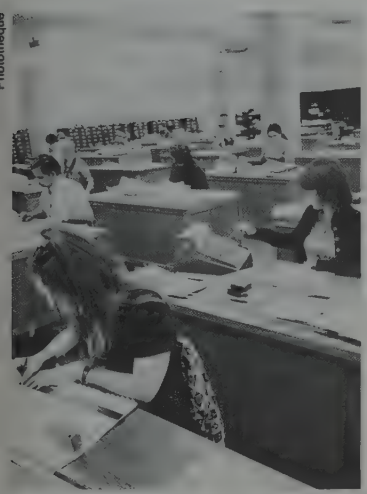
The "trade-off" question between work and other activities also showed a commitment to work. Most respondents, if they could choose one, would give a friend's wedding or funeral precedence over work, but not an invitation from the next-door neighbour for a drink. Christmas Day would pre-empt work, but taking one's son to a hockey game on Saturday morning would not.

All the participants were asked whether they would hire people to do certain services, or do the work themselves even if they could afford to pay for it. The list ranged from

simple carpentry work to maintaining furnace equipment and finishing a recreation room. The respondents frequently preferred to do the work themselves, unless it required specialized skills.

As for drawing unemployment insurance, the authors conclude that "most people show a desire for full– or part-time work," and "few would prefer never to work if they had the choice." The researchers define the work ethic as not merely industriousness, but as a desire to work inherited by 20th Century man from Christianity and particularly from Calvinism, and expressed in this quotation from a 1903 speech by Theodore Roosevelt: "Far and away the best prize that life offers is the chance to work hard at something worth doing." The survey demonstrates clearly that this prize is still sought by Canadians of the 1970s.

Not all people in Western society have conformed to this ethic through the years, however, and the authors provide quotations from writers of the 1850s, the 1860s and the 1920s



Interested in more than just pay cheques

expressing concern about the presence of "lazy people," particularly among the younger generation.

The concern in contemporary Canada about losing the work ethic often centres on the apparently easier access in modern times to public assistance. For example, the Toronto *Globe and Mail* has quoted Saskatchewan's Minister of Social Services, Alex Taylor, as saying: "It is unfair to those who do work, and bad for the economy, when those who could work won't, and ride like

Canadians work because they like to

parasites on the backs of those who do." A Gallup poll in 1972 found that 45 per cent of people surveyed agreed that Canadians were not turning out as much work every day as they should. A 1974 Gallup poll found that percentage had risen to 48. Another Gallup poll asked: "Do you think people you know are working harder or not as hard as they did, say, ten years ago?" In 1957, 60 per cent of respondents answered "not as hard," and in 1974 that same response came from 65 per cent.

The Manpower Department survey found that people work, not just to meet basic economic needs for survival, but also because they want to work. About 70 per cent of both working men and women surveyed agreed with the statement: "I work more because I like to than because I have to." Only 16 per cent agreed that "to me work is a way to make money, and I don't expect to get any special satisfaction or enjoyment from doing it." Some disagreement with that statement was expressed by 28 per cent and strong disagreement by 56 per cent.

Being productive at work is very important to Canadians. From 96 to 98 per cent of both employed and unemployed people questioned agreed with all four of these statements:

- "When things go well at work I'm happiest."
- "I get enjoyment when I get my work done on time."
- "I feel very good when I've completed a day's work."
- "At the end of the day, when I've worked hard, I have a sense of accomplishment."

One of the most common complaints heard in the work world today is that Canadians are very selective about jobs, so much so that they reject jobs that may have been easy to fill only a generation ago. The survey found that fewer than one third of the people with jobs in the sample agreed that "I am choosy about the jobs I take." At the same time 63 per cent felt that "I'd work for anybody or do anything if I had to."

It is frequently argued that unemployment insurance provides unfair competition for jobs at the minimum wage. Yet in the survey, 68 per cent disagreed with the statement "I would rather collect unemployment insurance than work at the minimum wage." And although 54 per cent disagreed with the statement, "the minimum wage is beneath a person's dignity," only 39 per cent disagreed with the assertion: "A person should not have to work for the minimum wage."

Despite claims by many that today's workers don't have the moral sense of obligation to their jobs and employers that existed in the past, 79 per cent of the employed Canadians in the survey classified themselves as "very conscientious" workers, 20 per cent as "somewhat conscientious," and only one per cent as "not overly conscientious." This was reflected in their behaviour: 92 per cent asserted that in the past month they had not missed any days on the job because they didn't feel like going to work; 87 per cent said they had not been late for work during the preceding two weeks, and only 7 per cent that they were consistently a bit tardy for work.

Seventy per cent felt a strong sense of commitment to their jobs, 26 per cent a moderate sense, and only 4 per cent described themselves as having little or no commitment. They felt more attached to their jobs than to their employers, however. Only 54 per cent felt a strong sense of commitment to an employer, 37 per cent a moderate sense of commitment and 9 per cent little or no commitment. Only about one half described themselves as "the kind of person who likes to stay at one job forever."

In the job-satisfaction survey, 50 per cent of respondents found their present job enjoyable, 32 per cent "somewhat enjoyable," 14 per cent "so-so", 2 per cent "not enjoyable," and 2 per cent found their job to be "drudgery."

Dissatisfaction was indicated in answers to other questions. Only 61 per cent would take the same job if they were entering the workforce for the first time, and 14 per cent said their current job did not measure up to expectations. Surprisingly, job security, promotions, pay, working hours and fringe benefits were less important than a job that would be interesting and provide opportunities to develop special abilities.

Women's liberationists may find little satisfaction in the survey

The researchers found that the work ethic is still strong among young people, despite current fears to the contrary. Although the commitment of young people to work is "slighly less strong" than that of older workers, "young people are equally inclined to feel that they have to have a job and are particularly desirous of a 'career.'"

As might be expected, since they have just started shopping around in the labour market, fewer young workers have jobs that suit them. They are less inclined to feel right for their jobs, less inclined to view work with interest, more inclined to feel overqualified, and more inclined to opt for another job while feeling that their current employment does not measure up to expectations. Yet attitudes toward collecting unemployment insurance were quite similar across all age groups.

Women's liberationists may find little satisfaction in the survey: Almost 60 per cent of respondents, both male and female, said they believed that a woman's place was in the home. This view was less prevalent among university-educated people and those under 25.

While 68 per cent of men said they worked to feed their children, only 20 per cent of women gave that reply. And only 28 per cent of women, compared with 46 per cent of men, fully agreed that "earning a good living is the most important thing to me." Another 31 per cent of both men and women partially agreed. Women appeared more selective about jobs, with 49 per cent agreeing that they would "work for anybody at any time if they had to," a statement that drew agreement from 68 per cent of men.

To men, the least attractive jobs were mining, secretarial, assembly-line and factory work. To women they were mining, assembly-line, maintenance work and factory work. Self-employment drew greater approval from men than from women, and government work was more attractive to women than to men.

A Southam News Services report suggests that employers have a great deal to learn from the results: "The common rejection of assembly-line and factory work—not new but never measured before—may prompt employers to re-examine the jobs they are offering with a view to improvement." And "the inclination shown by Canadians toward job mobility may also likely warrant a close examination by employers, as well as by government, to avoid costly turnovers in particular industries."

Employers may have a great deal to learn

Sheldon E. Gordon of *The Financial Post* says the study provides helpful hints for employers who want to recruit and hold conscientious workers. He says jobs will have to give people wider opportunities "to develop their abilities, to advance in their careers and to mesh work with family, friends and other keys to happiness." Employers would have to offer more freedom on the job, upgrade the quality of supervision, "and realize that the buck is not the almighty incentive."

To Canadians work is much more than a means of earning money. It allows them to meet others and make friends; it is a major factor in determining their social status; it contributes to their self-esteem, and it fosters a sense of self-fulfilment by providing them with socially useful and challenging tasks. Given this expanded understanding of work, the Manpower survey concludes: "Our focus should be on the increasing scope for utilizing human capacities in the broadest sense, not in a purely economic context." Consequently, work and its meaning to Canadians must be considered against a backdrop of increasing affluence, rising levels of education and changing aspirations.

Ont. Building Industry Inquiry

Level of Ethics, Morality "Very Low"—Waisberg

by Michael Keating

Ontario's Royal Commission on the building industry found that construction workers in the province have escaped from the clutches of the Mafia but have yet to be freed from some of their own union bosses.

Toronto judge Harry Waisberg spent 1 ½ years studying three sectors of the building industry: lathing, plastering and drywall; concrete forming; marble, tile and terrazzo. Obviously he was not impressed. "The level of business ethics and morality encountered in the sectors under investigation was, generally speaking, very low," he wrote in his 770-page final report to the provincial Government.

At the worst, Judge Waisberg concluded, "a sinister array of characters" infiltrated parts of the construction field several years ago. He links this group to a Sicilian Mafia chieftain, to organized crime in Buffalo and to the bombing and machine-gunning of two Toronto construction company offices in 1972.

Michael Keating, a reporter with ***The Globe and Mail****, covered the public hearings of the Waisberg Commission, in 1973-74*

These "characters" managed to gain some control in a Toronto-based group of construction cómpanies and were attempting to do the same in unions dealing with these companies. "I am of the opinion," wrote the commissioner, "that the measures taken succeeded in blocking these activities in the sectors of the construction industry under investigation." Judge Waisberg did not elaborate but left the impression he was referring to the investigations and revelations of the commission as the cure in this case.

Even Dr. Morton Shulman, New Democratic member of the Ontario Legislature for High Park and an informed critic on the subject of crime, agreed. Shulman, whose speeches in the Legislature helped keep public attention on the problem of violence in the construction industry, said last December that publicity had cleaned out criminal elements. "That area of the construction industry is beautiful to day," he commented.

Bribery, it seems, was rampant

Judge Waisberg was not quite so optimistic about the industry generally and was particularly concerned about the activities of some union business agents and managers whose conduct

he found to range from negligent to unlawful. During the seven months of public hearings, witnesses accused union officials of misdeeds ranging from "cooking the books" to literally burning them up, of buying and selling union locals, of rigging elections, looting union treasuries and even organizing contractors into combines.

"Unfortunately there is very little that the members can do to extricate themselves from the clutches of unscrupulous business agents," Judge Waisberg wrote. He called for a series of Labour Act amendments to protect workmen and the public from manipulators who, for example, used strikes to settle their own differences with contractors.

The commissioner found plenty of fault with the builders and used their own words given in testimony as proof. For example, one man calmly stated: "The construction business is not a lily-white business as we all know." Another subcontractor admitted under questioning that he was not opposed to bribery but was only concerned whether it worked. Bribery, it seems, was rampant. The cash flows were usually from the subcontractors who were paying union agents to guarantee them workmen and paying developers' agents to assure them of contracts and favorable treatment on job sites.

The men used to sit around playing with paper airplanes made from $1,000 bills

In the highly competitive atmosphere of Toronto's construction industry in the late 1960s and early 1970s, morals seemed to evaporate as builders and union officials alike scrambled for money and sometimes for survival in cut-throat competition. After examining the books of more than 100 companies, Commission Counsel Albert Shepherd of London, Ontario, observed in an interview that the industry "was more like a jungle than a business." One former union official described how a senior union officer organized a combine among subcontractors. He said the men used to sit around playing with paper airplanes made from $1,000 bills as they decided who would get the next job and how much profit would sweeten the contract.

Competition was sharpened with arson and sabotage

But price-fixing and income tax evasion were not enough. In 1968, competition in the concrete-forming field was sharpened with arson and sabotage to equipment and job sites. Four years later, violence flared into newspaper headlines again as a proposed merger between three Toronto lathing companies was literally blown apart. One partner was scared out of the deal by a late-night visit from a couple of unfriendly men. A Sten gun and several sticks of dynamite used repeatedly at the offices of the two other companies assured failure of the partnership.

Later, in 1972, a drywall company moving into the Ottawa field was refused a sweetheart contract by a stubbornly honest union official. For several months he was threatened with violence and narrowly missed a beating by getting home late from work one night. The two visitors settled for punching his son unconscious.

Although these revelations are not quite as dramatic as the highlights of the Cliche inquiry into Quebec's construction industry, they were, in the words of Albert Shepherd, "stupid" and "flagrant" enough to attract public scrutiny.

Late in March 1973, the Ontario Government asked Judge Waisberg, a county court judge who had been on

Waisberg

a number of commissions and committees and had written a report on judicial administration, to act as commissioner.

Assisting the judge were Shepherd, a senior corporate lawyer who acted as counsel to the commission into the collapse of the Atlantic Acceptance Corporation, and Nicholson McRae, a Toronto lawyer with extensive criminal law experience, including several years in the Crown Attorney's office. For an investigative arm, the three jurists hired eight policemen from the provincial and Metro Toronto forces, and a team of accountants. In many cases it was an accountant's pen, going over thousands of ledger sheets and cancelled cheques that gave the commission the leads and even the

It was no easy task to obtain evidence

hard evidence to prove corrupt payments were flowing through the industry.

Enough extra money to afford a house and property worth $100,000 on a $17,000 salary

It was no easy task to obtain this evidence. The policemen and lawyers had to familiarize themselves with a world in which friendships were made, broken and re-made over a drink or a casual phrase, and where deals were broken for a little more profit.

Public testimony began in September 1973, with a lathers' union agent who, under the protection of the Canada Evidence Act, talked extensively about taking bribes in return for steering workmen to certain contractors. During that labour-short period at the turn of the decade, he was able to make enough extra money to afford a house and property worth $100,000 on a $17,000 salary.

As the hearings rolled on through the winter, more discoveries were made: In the marble, tile and terrazzo field, a union business agent was able to get trips to New York—and a new car—by playing a variation of the labour-supply game. In the concrete-forming field, union agents tried to sell a local, and later one of the these men ended up with a rifle bullet in his hip.

Midway through the hearings, the commission counsel dramatically announced police investigators had stumbled onto a major series of presents, apparently given by developers' agents to past Ontario Housing Corporation employees. As the lawyer made his announcement, provincial police anti-rackets officers, backed by accountants, were raiding a number of builders' offices and seizing armloads of books for evidence. Since then, 17 present and former OHC employees have been charged with unlawfully accepting benefits worth $80,000 from 22 existing and former companies doing business with the provincial landlord.

The investigation spread to include 13 other men: among them, developers' employees and two union business agents, who are now charged with accepting or offering to illegally accept benefits. In addition, two of the men Judge Waisberg linked to organized crime in his report have been sentenced to prison terms of 18 and 24 months respectively for perjuring themselves before the commission.

Their testimony was about a $1,000 cheque that had passed from hand to hand just about the time a Toronto builders' office was shot-up in July 1972.

When the testimony from union and company officials was over, Judge Waisberg settled down to slug through the intricacies of labour law. He was particularly unhappy with the abuses of union treasuries; welfare plan trust funds and the manipulation of workers, even to the extent of strike action.

The commissioner took a number of briefs, some from union officals trying to salvage the tattered image of the union movement in their field, and retained labour relations experts as advisors. In an interview, the judge said he sought to stay within the realm of the practical and to make recommendations that could be accepted by the Government. For labour consultant he picked H.D. Woods of Montreal, a McGill University professor who has advised Manitoba and Nova Scotia on labour relations and chaired the Prime Minister's Task Force on Labour Relations, which reported in 1968 on Canadian industrial relations. His assistants were lawyer Hart Rossman and W.G. Jackson, both of Toronto.

Recommendations

Judge Waisberg's concern with improving labour law is apparent in his recommendations. Only three call for action in the criminal field: he suggests that police follow up the revelations of illegal acts, and calls for tighter controls on dynamite like that used to bomb two construction companies; tighter controls on arms like the submachine gun used to strafe one company office. Seventeen recommendations are aimed at controlling the laxity and corruption among both builders and unions in the construction field. They include:

- Licensing of contractors and subcontractors to establish corporate identities. (Evidence indicated builders made and dissolved companies overnight to avoid attempts at unionization.)

- Establishment of supervised bid depositories in co-operation with contractors and subcontractors. (Though witnesses had testified that one such depository was frustrated by a combine that rigged bids before submitting them, most agreed a central bid system was one of the best ways to combat unfair practices. These included shopping around by contractors who played off subcontractors' bids to chisel down the price.)

- Enforcement of the Labour Relations Act in the public interest. (There was evidence that technicalities in the Act were used to evade certification bids.)

- A minimum standard for union books and records. (In some cases they were shockingly poor, accountants for the commission reported, or non-existent.)

• Continuing the operation of hiring halls in accordance with established practice, with records open to inspection by employees, employers and public inspectors. An industry-wide study of hiring halls should be made. (This was a controversial topic since the commission was told of frequent abuses by union agents who sent good workers to subcontractors they favored and sent poor quality or no workers at all to those who were out of favor.)

• Addition of inspectors to the staff of the Ontario Labour Relations Board (OLRB) to speed up decisions in jurisdictional disputes, the parties to have the option of providing summary procedures of their own by collective agreement. (Again, the judge found present legislation sometimes was used to hamper attempts by one union to uphold its rights in a field.)

• Replacement of jurisdictional restrictions in master agreements with specific trade unions by other adequate safeguards. (Testimony about battles for jurisdiction included tales of threats against men and their families.)

• Improvements in the methods of running union welfare plans, including: a province-wide agency to administer them; optional participation by workers; vesting of payments in the individual, pensions to be portable if the employee leaves his local; supervision and enforcement of employer contributions; limits on fees and expenses for trustees. (Evidence indicated laxity and abuse in the operation of welfare plans that in effect lost workmen thousands of dollars in benefits.)

• Giving the OLRB jurisdiction to validate trusteeships imposed by parent unions and, if necessary, create trusteeships in the interests of the members. (Witnesses talked of certain men being given power under the present system to impose their will on unions irrespective of the wishes of the membership. In some cases the decision to impose trusteeship was made at the international headquarters of the union in the United States at the apparent behest of a single agent in Canada.)

• Appointment of a permanent vice-chairman for the Construction Industry Panel of the OLRB.

• Reduction of the minimum membership requirement of a union for certification without a vote from 65 per cent to 50 per cent of the employees in a bargaining unit. (The lower figure is used in other provinces and at the federal level.)

• Arbitration procedures providing for a single arbitrator, and specific time limits for the appointment of the arbitrator and for the decision.

• Subjection of conciliation procedures to a prescribed timetable and provision of a sufficient number of conciliators to carry out the duties.

• Reduction in the number and variety of bargaining units and encouragement of province-wide and multi-trade bargaining. (The commissioner seemed to feel this could eliminate some of the abuses that cropped up in certain union locals during negotiations with small groups of contractors.)

• Appointment to the OLRB of a general counsel with power to initiate proceedings when necessary in the public interest to ensure the equitable enforcement of labour legislation. (This was another response to the complaint that one side, with high-priced legal help, now could out-manoeuvre the other at OLRB hearings.)

• General support for the Construction Industry Review Panel established by Ontario's Department of Labour in 1972.

• A dynamic approach to labour-management relations in the construction industry to keep pace with technological and sociological changes. (There was extensive testimony that technological changes such as the replacement of much marble work with synthetics and the supplanting of plaster by drywall was killing some unions and creating others.)

CLC Secretary-Treasurer

Career a Continuous Confrontation With People's Problems

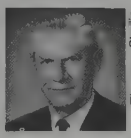
by Jack Williams

Don Montgomery, secretary-treasurer of the Canadian Labour Congress, is a pragmatic trade unionist who would rather talk about cases than theories. With the background of what may be a unique record of service as a union staff representative, he has firm views about future trends. His new position in the CLC has given him an effective voice in expressing them.

It was at the age of 20 that Montgomery became a full-time representative of the Steelworkers' Organizing Committee, before the days of the United Steelworkers. This may give him more staff seniority than any representative of his age. More important to him is the varied experience it has provided—from organizing workers in the little Eastern Ontario community of Gananoque to heading the labour council in Metropolitan Toronto. Along the way he has learned lessons and formed opinions that are now being heard in Ottawa.

Montgomery is a hard-liner as far as his opinions are concerned, but he is still easy to talk to. As an activist he is convinced that actions speak louder than words, but this does not prevent him from becoming highly vocal if he thinks the occasion demands it.

Jack Williams, former public relations director for the Canadian Labour Congress, is a freelance writer



Thomas Studio

The background of the Montgomery family has been a dominant influence in his career. He has clear recollections of a strike his father was involved in when he was only 12. Milton Montgomery, now retired but at 77 still a daily jogger and enthusiastic hobbyist, was one of the founders of the United Steelworkers in Canada. He helped start a union at the Steel Company of Canada at Hamilton, where he was employed, and became one of the first organizers of the Steelworkers' Organizing Committee. It was the older Montgomery who undertook the historic organizing campaign at Holmes Foundry in Sarnia, where a group of workers staged Canada's first sit-down strike in 1937; a tragic experience that ended when others entered the plant, beat the strikers with clubs and chased them from the premises.

Such circumstances may seem to provide little appeal for a career, but by the time Don Montgomery was 20 there was no doubt about what he was going to do. "If you were going to work for the union in those days there were three basic requirements," he recalls. "First, you had to accept the fact that you would never get a job anywhere else because you would be blacklisted. Second, you had to be ready to work cheap. Third, you had to have a lot of loyalty. My father taught me that; he was a great unionist and the philosophy rubbed off. It became a way of life. Ever since I can remember, he was in danger of losing his job because he was a union man. Money was always scarce, sometimes it was half pay and

Participation in community affairs—an important union function

sometimes no pay, so that was something I was used to."

At first the younger Montgomery worked for the Steelworkers' Organizing Committee in Hamilton; then he was sent to Kingston to help organize employees at the big Alcan operation. "The assignment was to last six weeks," Montgomery says. "Nine years and eight months later I landed back in Toronto, it had been a long six weeks."

It was in Eastern Ontario that he learned his trade and came to regard participation in community affairs an important union function. "In the smaller towns, life is so interwoven that you can't touch the union movement without becoming involved in other things," he explains. "The community is smaller and so the groups are smaller, the people all know each other and it's highly integrated. In Gananoque the chap who chaired our organizing meetings was the mayor of the town, but he was also the shipper at one of the plants we were organizing. Becoming involved is just the natural thing to do; and when you learn about things like that, you take it with you wherever you go, and that's the way you operate."

That was the way Montgomery continued operating when he became the United Steelworkers' area supervisor in Toronto in 1953. His interest in the community quickly placed him in the position of secretary-treasurer, and later president, of the Labour Council, which spoke on behalf of 160,000 trade unionists. The Toronto experience reinforced his highly practical approach to labour participation in the community, which he sums up in a sentence: "It isn't any big plan, it is just doing a job and meeting situations."

He elaborated in an interview: "I believe that the majority of wage earners at the lower end of the scale are not represented at all. They have

Murray Mosher, Photo Features

Montgomery: a highly practical approach

no voice in the community, whether it be national, provincial or local. There are two ways to help them: form their own group or form an umbrella group they can take part in. In Toronto we got involved with the Italians, because there are more Italians in the labour movement than there are in all the Italian clubs put together. We felt a responsibility to represent them— not just during the eight hours they work, but seven days a week around the year.

You have to fight the established bureaucracies that prey on immigrants

"The labour movement has a lot to offer; we have expertise and organization; we usually have a place where meetings can be held; we have mimeograph machines and people to type stencils. The big difficulty is to get these people to go on their own later. I always thought we would just make them self-sufficient and that would be it, but they keep looking to Big Brother.

"This kind of job takes a lot of resources. In the ethnic communities you have to fight the established bureaucracies that survive by preying on the immigrants. This includes the politicians who promise to clear it so that Uncle Joe can come out to Canada. We set up an Italo-Canadian advisory committee composed of all the Italian-speaking union representatives and some others."

There followed a relationship with the National Institute for Social Assistance. The president of that body was in Rome and Montgomery, who was made vice-president, became the senior officer in Canada. The same principles were applied in municipal politics and the Labour Council of Metropolitan Toronto became a major force in changing the profile of the Toronto City Council by helping elect a Reform group; and that led to involvement in a large-scale housing project.

His differences with the administration were on methods rather than principles

Montgomery explained: After we elected the Reform Council we went down to City Hall and told them they should do something about low-cost housing. They checked with the City Solicitor and came back and said that they couldn't get involved, but under the Act there was nothing to prevent the Labour Council setting up a co-operative and starting a program. "So we formed the Labour Council Development Foundation and started involving people outside the labour movement that we were working with on other projects. When we got bogged down with Central Mortgage and Housing, Mayor Crombie went to Ottawa on our behalf and we got money for a $1,900,000 restoration and new building program. We hadn't seen any promised land; we opened our mouths and got dragged in and that's how it all happened."

The contacts Montgomery had in the community were substantial. He

served on the Social Planning Council of Metropolitan Toronto, the Board of Trustees of the United Way, the Board of Governors of Riverdale Hospital, North York General Hospital Board and the Toronto Zoological Society. Experiences of this type are bound to influence his performance at the national level. He received attention outside the Toronto area when he ran against William Mahoney for the office of national director of the United Steelworkers, in 1973. There was no ideological difference, but Montgomery thought that after 16 years it was time for a change. He made a highly creditable showing but was unable to come close to unseating Mahoney. The position he now holds, secretary-treasurer of the Canadian Congress, was left open with the withdrawal of William Dodge; Montgomery became the Reform candidate at the CLC's 1974 convention in Vancouver. He won handily on the second ballot, upsetting the administration's slate. His differences with the administration were on methods rather than principles, and his victory placed him in line as a possible successor to Joseph Morris, the president. Morris will be eligible to seek re-election in 1976 but after that he will be barred by an age restriction.

Substantial contacts in the community

Montgomery's Vancouver election platform dealt with the structure of the movement, which he thought needed revamping. "There are two problems," he says, "the geography of our country and the great variations in size—Ontario and Prince Edward Island; Toronto and Cornerbrook, Newfoundland. We have to try to work out a program that the larger labour councils and federations can use, but one that can also be scaled down for the smaller groups." To accomplish this, the new CLC administration is streamlining its staff organization, reducing twelve departments to four and developing greater versatility and flexibility in field personnel.

The trend is going to be toward more authority for the Congress

At the same time, the lines of communication from the national headquarters in Ottawa to the smallest labour council are being tightened.

Montgomery has views about greater autonomy for the national organization. "This is a vital need," he says. "The central body has to have more authority to make the impact it should have. Giving the Canadian members of international unions the sort of autonomy that has been advocated is going to make it easier for the Congress to work on the Canadian scene. The trend is going to be toward more authority for the Congress, that was certainly the mood of the Vancouver convention. This is the only way we can co-ordinate our strength and provide the smaller unions with the kind of back-up service they need."

Despite his close involvement in these organizational matters, Montgomery has not lost his interest in plant-level union activities. One of his prime concerns is the apparent breakdown in the arbitration of grievances, and its effect on contract negotiations. He explains: "The difficulty with the arbitration procedure is that it is so court-oriented that it accepts delays, just as the courts do, as a normal course of events. The truth is that someone with a grievance who has to live with it every day he works is very different from someone involved in a civil action in the courts.

Arbitration of grievances—judges and lawyers have no concept of what it is all about

"The procedure has been established by judges and lawyers who have no concept of what it is all about. Recently the Toronto Labour Council underwrote a study of some 1,600 arbitration cases and it confirmed our suspicions. Now we are proposing changes that would eliminate a lot of lawyers and end some of the rip-off that is taking place. It has got to be changed, and we are going to fight to see that it is changed.

"What happens is that when a grievance doesn't come out the right way, or when there is a long delay in settling it, then when you come around to negotiations you have someone who is trying to get even. In one of the larger firms, I have seen 180 grievance cases that had to be settled before we could get down to serious negotiations. You create so much unrest and dissatisfaction that you have to get it off the table before a large percentage of the employees are ready to look at a contract settlement.

"The trouble is that the people involved in the present arbitration procedure don't understand this. They say it is not unreasonable for an arbitration case to take four to six

months, because court cases take four to six years. You have people adjudicating grievances who have no concept of the environment in which the grievances occur and who don't understand the reaction of the employees or the carry-over that goes into contract negotiations. They live in a separate world, and they are creating more problems than they are solving. That's why they should be out."

In work-place relationships Montgomery foresees greater employee participation, but he is quick to admit that he has no ready answer as to how this can be accomplished: "I don't know what form it should take here in Canada because so many decisions in multinational companies are no longer made by local management. In the big corporate chains the local manager today has less authority than a foreman had 30 years ago. The local manager operates the plant according to a manual prepared in Philadelphia or Brussels or somewhere. He looks at page 32 and it tells him what to do if somebody is late or makes scrap or something. He goes by the book and it may not fit whatever is going on here in Canada. If you try to develop worker participation you may find the person you are talking to can't say yes or no. Greater worker participation has to come, but it has to come with a restoration of authority to the people who run the branch plants.

"It is in the plant that you have to develop job satisfaction. They talk about the work ethic being lost. That is when people aren't starving; when you are hungry you accept a lot more in the way of bad wages and bad working conditions. We would like to see a situation where people don't dread going to work every day. If we are going to have a work force that is interested in producing quality products, then we have to have a company that is sincerely interested in the employees that produce them. Most companies don't give a damn for the workers, and they know it. In some places the management changes so often you would think they were playing musical chairs. Somehow a relationship has to be established to overcome the idea of working for a migrant firm that is ready to close as quickly as it opened. This is why people have no sense of security and no feeling of belonging."

Working hours—possibility of progress toward greater participation

One area in which Montgomery sees possibility of progress toward greater participation is that of working hours. On this point he differs with union leaders who have been vehement in their opposition to the idea of a compressed work week. He refuses to accept the idea that "the eight-hour day is some sort of holy dogma," but suggests flexible hours may offer greater possibilities than the compressed work week. "This is something people can talk about and participate in," Montgomery says. "It could be the beginning of broader participation. I don't think the idea of longer work days should be rejected out of hand. If someone starts working ten hours a day they are still going to remember what it was like working eight hours; and there would be a drive to cut the workday down to nine and eventually back to eight. This may be going through the back door to shorter hours. But who can blame a person who figures he can avoid driving to work and back on the fifth day?"

Montgomery shares the lot of most union officials who find that their long hours and irregular schedules leave little time for interests outside their occupation. When there is any leisure time he likes to spend it in his workshop, which is well equipped with woodworking power tools. On the rare occasions when there is enough time, Montgomery is off to a large, old two-room schoolhouse in the country. This is "Montgomery's Folly" which he and his son are slowly converting into a summer place and a possible retirement home. Occasionally he likes the opportunity to play "a bad game of golf."

Don Montgomery's career has been a continuous confrontation with people-oriented problems. He has developed a confidence that their solution can be found in head-on action rather than in theoretical discussions. This is the attitude he has taken to the national office of the Canadian Labour Congress in Ottawa. Where it will lead him remains to be seen and he is keeping his options open. Fortunately, "Montgomery's Folly" is well located: it's near Belleville, roughly halfway between Ottawa and Toronto.

Immigration: Four Options for Canada

by Bonnie Campbell

Relatively fewer immigrants will be coming to Canada in the years ahead if suggestions in the federal Government's Green Paper on immigration and population are drafted into legislation later this year. Several options are listed for public debate but there seems little doubt that a more restrictive policy is in the offing unless Canadians demonstrate that they wish otherwise.

In a period when sheer numbers are starting to create strains in Canada's largest cities, when housing is at a premium, and the country's own economic prospects are uncertain, the arrival of newcomers has given rise to fundamental questions about the direction of Canada's immigration.

The aim of the Green Paper, tabled in the House of Commons by Robert K. Andras, Minister of Manpower and Immigration, is to provide a foundation for discussion of the role immigration policy should play in creating the kind of society Canadians wish for themselves and their children. It does not make firm recommendations or propose solutions. It explores problems and discusses choices, outlining four options that illustrate the range of possibilities that merit attention:

Bonnie Campbell is an Ottawa freelance writer

1. Retain the present point system, which does not set formal limits on the number of immigrants who may come to Canada. The paper's authors do not believe, however, that population growth via immigration is necessary for Canada's economic and social growth. The document quotes a study suggesting that even a tripling of our population would not produce the economic benefits of cheaper goods and services.

2. Gear the points system to the state of the economy and labour market by eliminating the category of nominated immigrant (one who receives points because he or she has relatives living in Canada). The Green Paper's studies showed that during periods of lower economic activity, nominated immigrants lacked the necessary training or skills to find jobs.

3. Set up an open-ended system for Canadian immigration. Under this plan, Canada would establish targets or quotas for the number of immigrant visas to be issued annually, both on a global basis and for individual countries. But how do you allocate visas for different parts of the world?

Photothèque

Would he be welcome tomorrow?

What selection criteria should be adopted?

4. After establishing a quota for total immigration, specify priorities in admitting different categories of immigrants. Rather than being given a quota for their region, immigration officers would be instructed to give a priority to the skills most in demand at that moment. A commitment to process certain priority groups in a given year, however, could be complicated by a large number of applicants in one or more of the priority groups.

Canadians have not always been tolerant or open-minded in their immigration policies

Although Canadians may be reluctant to admit it, there is a growing unease in this country over non-white immigration from Asia, the Caribbean and other parts of the Third World. In 1966, 76 per cent of all immigrants came from Europe, only 6 per cent from Asia. By 1973, the proportion of Europeans had dropped to 39 per cent and that of Asians had risen to 23 per cent.

But Canadians have not always been tolerant or open-minded in their immigration policies. After the formalization of its authority in 1867, the Canadian Government adopted a laissez-faire attitude toward immigration. Included in John A. MacDonald's National Policy was an effort to bring new settlers to farm Canada's hinterland. But free immigration ended with the appointment of Clifford Sifton as Minister of the Interior in 1896. The Green Paper says he can justifiably be known as the originator of selective immigration, promoting a massive influx of agricultural settlers. Sifton called for "stalwart peasants in sheepskin coats" and inaugurated the first wave of German, Ukranian and East European immigration. Blacks and Asians were not welcome. Later, a statement by Mackenzie King noted that any considerable oriental immigration would give rise to social and economic problems.

In 1885, the Government had passed an Act to restrict and regulate Chinese immigration because British Columbia had become alarmed by the number of single male Chinese arriving to work on the railways. The law imposed a head tax of $50 on each Chinese immigrant. The tax was doubled in 1900, and increased to $500 in 1903.

Between the two world wars, there was a rank order for immigrants. British and Americans were most favoured; North Europeans were accepted if no one else was available; non-whites were not welcome.

The regulations governing non-white immigration were loosened in 1950, but blacks continued to be inadmissible unless they were in the preferred employment classes, or were the spouses of Canadian workers. In 1955, annual quotas were placed on domestic workers from the Caribbean.

In 1962, a much more liberal immigration policy was adopted. Unsponsored immigrants from anywhere in the world were admitted on the basis of the points system. They were judged according to their education, training and skills. The next liberalizing move, in 1967, allowed foreigners entering the country as visitors to apply for immigrant status. If unsuccessful, they were granted the right to fight deportation in the courts. But a backlog of appeals forced the Government to revoke the right in 1972.

A forum to discuss future immigration policy, but too many questions unanswered

In the 1970s, the Government began to have second thoughts about its liberal immigration policy. Too many people, it seems, were applying to come to Canada—some 218,000 arrived in 1974. In February of that year, the Government introduced measures aimed at slowing the tide, but the number of applications continued high. So, in October, even tighter regulations were adopted (LG Jan., p. 32).

The new rules penalize unsponsored applicants who do not have a job waiting for them or whose skills are not needed in the area in which they intend to settle. This philosophy has been extended into the Green Paper. The document suggests several times that immigration policy should be tightly linked in future with manpower policy. "How much demand, for exactly what sort of worker and where—this information is the key to using immigration as an effective instrument to serve the immediate demands of the Canadian economy."

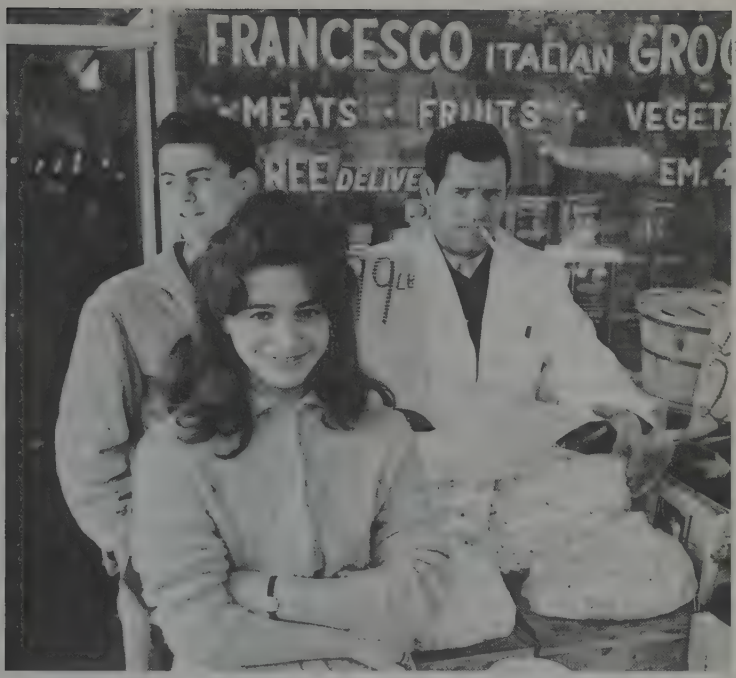
The major strength of the Green Paper is that it has given Canadian society a forum to discuss future immigration policy. It has been criticized, however, on the grounds that it has left too many questions unanswered and has avoided the main issues: How honest are Canadians in their desire to create a multiracial society? Should Canada use immigration as a source of cheap labour to sustain its economy?

The paper simply goes around the question of race and multiculturalism. The closest it comes to a mention of the issue is to use the term "absorptive capacity" to discuss the social problems associated with immigration. "How many immigrants can Canada absorb from a cultural standpoint?" asks the report, but it does not discuss programs that might make adjustment easier for newcomers to Canada.

The report does not state explicitly whether Canada should use people from other countries as a source of cheap labour. It speaks, however, against the European guest-worker system, a form of employment where temporary "cheap" workers are imported on contract and then forced

"There are jobs here to be done ... and the unskilled come anyway as illegals"

to leave when the job is done. In Europe, the majority of such workers fill "undesirable" jobs, and their working and living conditions are frequently "substandard," says the Green Paper. But it devotes very little attention to the flow of illegal



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How many can Canada absorb?

immigrants who are largely filling this type of job in Canada. Said a senior official in the Department of Manpower and Immigration: "Apart from the real hawks in the department, most officers would favour a revision of the points system so that we can admit, openly and above board, more unskilled immigrants. There are jobs here to be done. What we've learned in the past year is that if you give an immigrant status and proper access to the community, he usually works out fine. If they keep after the cream of other people's societies, the unskilled come anyway as illegals and we spend all our time chasing them around the streets."

The final question that Canadians must ask themselves is on the merit of such a national debate. Does it not just arouse or reinforce old prejudices? It is a tense time for immigrants. Ethnic newspapers warn their readers to be careful, for it is during such a discussion that immigrants are treated as scapegoats for national problems.

"You just wait and see," said Toronto West Indian lawyer Charles Roach, "the immigrant is going to be made a scapegoat for the worsening economic situation, and the lack of housing. He will be blamed for stealing jobs from native-born Canadians."

Protecting Those Who Work with Their Brain

The importance of sheer brainpower in mankind's march to progress is hardly a subject for argument. Few would dispute that creative thought has played a major role in the evolution of man. And fewer still would deny that much of what has been achieved over the centuries in so many fields of human endeavour has come about because man has used his creative faculties to solve problems, extend knowledge and improve the quality of life. Consequently, it would be normal to expect that those who are paid to think would have a right to the same protection against economic and social risks as other workers, and that their special place in society as generators of gainful activity for others would be recognized.

But this is not the case, according to a study by Rolande Cuvillier for the International Labour Organization. The "thinkers" are often less well protected than the "doers," partly because they have failed to integrate fully into the world of labour.

Their needs, problems and aspirations are of a special nature, not usually reflected in conventional trade union action, they do not automatically turn to unions as do manual and other types of workers. Instead, they form their own associations, which were effective enough in an age when most professional workers were self-employed, but are far less so today when most of them are salaried employees.

Thus, while other types of workers have greatly improved their lot through well-organized trade unions, intellectual workers as a group have been left in limbo. So much so, that in today's working world many of them are the odd-men-out. It is high time, says Mrs. Cuvillier, for them to recognize that their claims, special as they are, can best be served through trade union action.

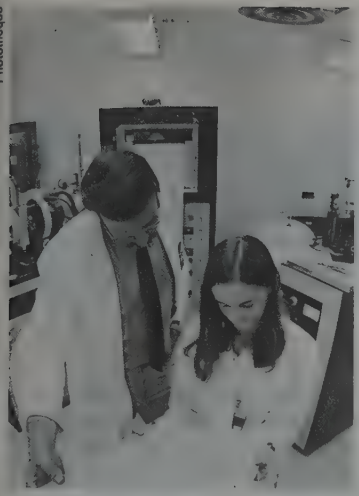
That the "thinkers" are out of step with other workers on the level of social advancement and security is largely due to the special nature of their work. To those who earn a living through mental or creative activity their occupation is not just a job. Manual workers normally consider their job a way of making a living, a means of survival or a necessary evil. Their expectations do not usually go beyond pay, job security, hours of work, safety and holidays. These things are not without interest for intellectual workers. But as important, if not more so, to such workers are the quality, content and usefulness of their work—job satisfaction in the fullest sense of the term.

This basic difference in the nature of work explains why brain workers have become "problem children" for the trade unions, and also why they tend to look elsewhere for the answers to their needs. Because these needs do not fully correspond to those of other workers and because the problems of intellectual workers do not necessarily respond to the customary type of labour legislation, there is a communications gap between the two sides.

Says the study: "The idea that different demands may be inspired by differences in the nature of work and that the quality of work itself may be a fit subject for demands is making very slow headway... As a result, such claims as have been made by intellectual workers through trade union channels have generally been misunderstood."

While other types of workers have greatly improved their lot through well-organized trade unions, intellectual workers as a group have been left in limbo.

Although many of these workers are in fact covered by existing systems, they do not benefit from them in practice as do other workers. "They seem to be protected but in fact they are not." Take, for instance, the case



Out of step with other workers

Problems of a special nature

of creative artists and inventors. While independent authors and inventors are covered by existing copyright and patent law, they receive no such protection when they are salaried employees. Often the fruits of their creation are exploited by others with no reward going to the worker.

To bring intellectual workers in from the cold requires a radical revision of current thinking about the kind of protection they need. Because the gap between their needs and those of other workers is wider than is commonly supposed, full account must be taken of the special nature of their grievances. These concern such questions as the quality and demands of their work, recognition based on merit, participation in decision-making, lack of funds for research, restrictions on their freedom of expression in professional matters, protection against the exploitation of brainpower, and above all, the need to update and exchange knowledge – their chief working tool. And because such matters do not fit easily into the conventional framework of current labour legislation, a new dimension is needed if the "thinkers" are to achieve equality with the "doers."

That workers belonging to the same profession can be effective in winning their rights when they organize along trade union lines has been demonstrated by teachers, who have been prepared to go on strike to obtain satisfaction, not only on economic grounds but also to defend moral and professional principles.

The ILO and UNESCO have shown that practical action can be taken up at the international level in defence of the quality of work as well as the quality of life. Sponsored jointly by these two organizations, an International Recommendation on the Status of Teachers has been adopted that does not limit teachers' needs to purely material considerations but recognizes that they have a legitimate concern with everything affecting the quality of their work.

New ideas and creative talent are more than ever the keys to the further progress of the human race. By reason of their special knowledge and the functional importance of their tasks, intellectual workers play a major role in the entire social system—a role which also extends to the quality of life itself. To deny them the same rights as other workers or to treat them simply as members of that broad, abstract category known as "non-manual workers" is therefore to jeopardize the interests of the entire community, including those of workers as a whole. As Cuvillier puts it, "the more vulnerable these workers are, economically and socially, the greater this risk will be."

Protection designed for other types of work won't be enough to reduce this vulnerability, however. To integrate the thinkers fully into the world of labour it will be necessary to depart from the beaten track of current social theory and practice. Intellectual workers themselves can play a part by coming to grips with the reality of their situation in a changing world. But the specific nature of their work calls for a new kind of approach which takes into account both the material and the more fundamental moral needs of people to whom work is more than just a way of earning a living.

forum

Media Neglect Industrial Safety

"If 1974 was the year of the struggle for indexing wages, particularly in the [Québec] construction industry, 1975 will be the year of battle for bettering the quality of working life in the factory." These words, spoken by Fernand Daoust, Secretary General of the Québec Federation of Labour, have not made the headlines.

In mid-December 1974, Jean Gérin-Lajoie, the Québec leader of the United Steelworkers, held a press conference, where he tried to draw the attention of reporters to the fact that an estimated 71 per cent of metal workers are subjected to noxious or poisonous dust and that only 11 per cent of them are adequately protected, either by a ventilation system or by some other means. These startling figures did not make the headlines; the author of this article mentioned the matter in a newspaper report, but the newspaper itself did not think there was enough substance to the story to warrant a sensational headline. As Gérin-Lajoie said, and not unreasonably, "all that the news media (perhaps including me) release in the way of labour information is the loud cries of the union tenors, the internal squabbles, the splits, the dirt and the strikes. The voice of the ordinary worker does not find its way into the news, it does not make the headlines."

A few days later, industrial dust did make the headlines in Montreal's newspapers. And there was indeed a reason: two workmen were killed and 19 injured inhaling sulphuric acid at the Canadian Copper plant in Montreal East. Government investigators showed there was no doubt that responsibility lay with the company. Two deaths were necessary for the news media to become conscious of the problem and yet, despite the fact that such deaths do not occur every day, industrial safety was relegated to the "inner pages."

While the Quebec Federation of Labour was holding an important conference on industrial accidents—which served as a platform for Fernand Daoust to launch his campaign—450 employees from Union Carbide's factory at Beauharnois, went on strike to obtain, they said, safer working conditions. That these workers, affiliated to the Steelworkers, had been shocked by a tragedy that occurred a few yards away at Chromarco, or by the tragedy at the Canadian Copper plant, is quite possible. That they used "safety" as a publicity stunt is, at least in part, equally possible. It is refreshing to see that in Québec some people go on strike not for better wages, but rather to obtain better "physical" conditions at work; it is only a beginning, however.

At the end of January, the QFL held a two-day conference on the prevention of accidents and the protection of health at work. Some 200 militant members of the federation participated in what constituted a "first and the beginning of a concerted drive by the QFL for the improvement of working conditions."

In the aftermath of the events at Canadian Copper, the federation realizes that it is futile to fight only for better wages if workers must part with their health at their place of work. As Fernand Daoust said at the press conference preceding the QFL meeting, "it is very easy to attribute to the unions a decrease in productivity on work sites or elsewhere, but it is time that we learned that industrial diseases and accidents at work are just as responsible for this situation as alleged union agitation."

Workers assert that disability is a risk that must be minimized. According to a study by Raymond Dépatie for the Labour Research Institute, at one time or another "most workers experience brief periods of disability lasting a few days or even a few weeks. Were it nothing more than that, there would be little to make such a fuss about. Unfortunately, there is more to it than that. In fact, studies made by insurance companies show that one worker in four will be disabled for more than six months at least once during his active work life, and that one worker in twenty will be disabled for more than five years. Those are facts, not assumptions.

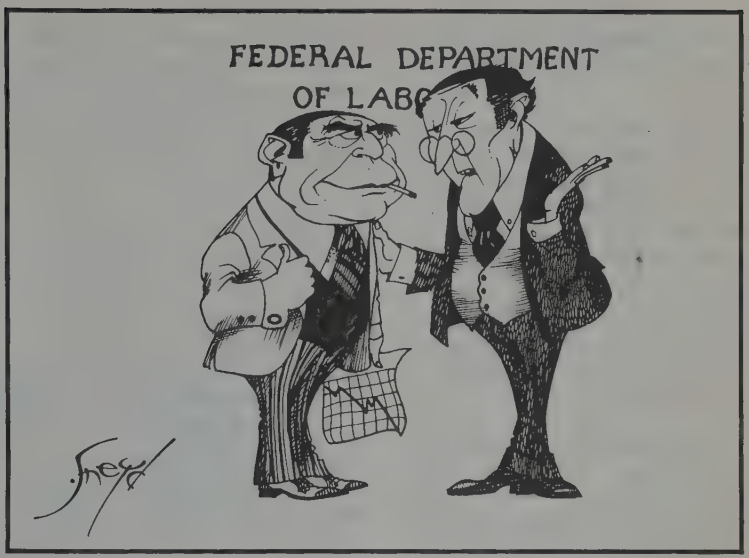
But it is not only with the QFL and the Steelworkers that we see a change in policy. Last December, the Confederation of National Trade Unions gave a press conference on asbestosis. Thousands of asbestos workers in Québec, asserts the CNTU, work in conditions dangerous to their health. Asbestosis is an incurable illness that hardens the air cells of the lungs so that they can no longer purify the blood pumped through by the heart. Medicine has not yet found a cure for this disease.

It is therefore absurd to continue to expose to asbestos dust miners who are already suffering from asbestosis. It is a serious problem indeed, yet the newspapers refer to it only casually in their back pages. Asbestosis does not make headlines.

In Québec, of course, it is normal for the hearings of the Cliche Commission to make headlines. Just as it was the duty of the media to mention that the President of the local Teamsters union had to appear in court for having been caught dipping into the funds of his union, that the Seafarers union had contributed to the election coffers of many members of the legislature, that the CNTU lacks money for strike pay. To use a newspaper expression currently, in style, these issues are "hot".

One must not get the idea, however, that such is the real picture of Québec unionism, and that the militant unionist is exclusively the one who pickets outside the gate of his factory, or the one who "shylocks" in a tavern, as did certain individuals exposed by the Cliche Commission. There are thousands who concern themselves with "concrete" problems and for whom unionism is a question of environment and better living.

Pierre J.G. Vennat,
La Gazette du Travail.



"The unemployment picture isn't so bad... WE could be out of a job."

Industry-Wide Bargaining: Gains and Drawbacks

The theoretical appeal of [industry-wide bargaining] is obvious considering, for example, that the movement of grain in Canada can be—and often is—stopped by one or another of perhaps a dozen different unions, representing railway men, grain handlers, longshoremen, sailors, grain inspectors, seaway workers and others.

Trudeau's idea is that if all the unions involved in an industry bargained together with all the employers, the omnibus settlements thus reached would produce greater stability and fewer strikes.

This has been practised, with some success, on the Canadian railways since 1950. Three different sets of unions, representing employees who work on trains, employees who don't and shopcraft workers, bargain with the railway companies for contracts that apply nationwide. The settlement won by the first group at the table is usually accepted as a standard by the other two.

The system hasn't proved strike-proof—there have been three legal railway strikes since 1950, and they stopped the trains not just in a province or a region, but all across Canada. But railway strikes would probably have been chronic if 18 unions had been bargaining separately.

From the employee point of view, there are both gains and drawbacks to industry-wide bargaining in a vast country with marked regional differences. The railway unions are proud that equal rates of pay for the same work, everywhere in Canada, have done something to reduce regional disparities of income. But a wage that may spell comfort to a railway switchman living in rural or small-town New Brunswick may seem meagre to his counterpart in Toronto, facing much higher housing costs here.

By failing to take account of local problems and conditions, industry-wide

bargaining could, in fact, tend to provoke wildcat strikes. The net gain toward Trudeau's objective might then be nil.

But if it's worth trying in more industries, the government should clear away some jurisdictional barriers which keep the labour movement splintered. For example, grain inspectors are certified by the Public Service Staff Relations Board while railway employees are under the Canada Labour Relations Board. In order for them to unite in bargaining, they would have to be under the same agency.

To take another example, there seems no logical reason why mail sorters in the Post Office should be represented by one union and the letter carriers by another. By trying to outdo each other, and by their penchant for wildcat strikes, they manage to keep the postal service partly or wholly disrupted much of the time.

In view of the present state of the service, the public could scarcely lose, and might gain, if the staff relations board insisted that the postal unions bargain jointly or even merge into a single union.

The Toronto Star.

Change the Rules

It is difficult to believe that Canadians are masochistic enough to want the present set of rules governing labour-management relations to last much longer without change. As long ago as the early part of 1972, a national poll established that 78 per cent of Canadians believed that the strike had outlived its usefulness (74 per cent of labour held this view)—and it seems highly doubtful that recent events would give the strike a more respectable image.

There is no difficulty at all in seeing why the strike enjoys little popularity on either side of the bargaining table, in government, or among the public. It often inflicts suffering on all the parties concerned—loss of income for the striker, loss of business (and the possibility of total collapse) to the company, sometimes deprivation to the public, and a loss of productivity which puts one more dent in our national economic bodywork.

As we say, it's difficult to believe that anyone would be foolish enough to sustain this madness, and yet Canada appears to have set its foot on this sinister road, acquiring the dismaying distinction of having the worst strike record in the world, next to Italy, in the years from 1964 to 1973.

The unionist who achieves a satisfactory settlement after striking, only to find himself out of work because of the next union's strike, is going to suspect that he went to a lot of trouble for nothing. He will hope that there is an alternative, and he may well look to the CLC for constructive suggestions.

It would be a mistake, however, to assume that the onus for solution lies solely with the CLC or any of its components.

If Mr. Trudeau believes there would be a substantial advance toward a more rational system by setting up a single bargaining process for each industry, there are more practical steps he can take than hopefully tossing it in the lap of Joseph Morris. He might initiate positive moves in that direction at the industry level rather than settle for the vague proffering of propositions to the CLC.

The Globe and Mail, Toronto.

End Strikes—CMA

"Why use legislation to force workers back to work when they are only exercising their licence to strike—a licence so recently and deliberately given them? The answer, of course, is that the licence should not have been granted in the first place. It is wrong for public services ever to be disrupted no matter how short the work stoppage." The Canadian Manufacturers' Association in a brief to the special joint Parliamentary committee on employer-employee relations in the public service.

Labour Monopoly

In a BBC television interview, Prime Minister Trudeau was asked which he considered to be the greater danger; the monopoly of large industry or the monopoly of organized labour. The PM's reply: "The monopoly of labour has been created to fight large industry. We have legislation to curtail unfair competition or price fixing... (but) ...there is not much legislation to curtail the monopolistic power of labour. Unless labour is prepared to behave very responsibly such legislation may become inevitable."

FORUM invites readers to submit comments or articles of up to 600 words on topics of interest to the working population. Address them to The Editor, **THE LABOUR GAZETTE,** *Canada Department of Labour, Ottawa, Ontario K1A 0J2*

Labour Legislation In Canada in 1974

Part 3: Human Rights

by Cal McKerral

During 1974 several jurisdictions enacted new legislation in the field of human rights. Manitoba brought its new Human Rights Act into force, and other jurisdictions amended existing provisions, the amendments encompassing both substantive and administrative matters.

Manitoba

Manitoba proclaimed its new Human Rights Act in force on October 25, 1974. The new Act broadens prohibitions against discrimination, enables the payment of special damages to victims of discrimination, and provides for the establishment of special boards of adjudication.

The new Act adds a prohibition of discrimination in the provision of housing on the basis of source of income. This would, for example, prevent the denial of housing to welfare recipients.

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Signs or broadcasts or publications or any notice, sign, emblem, etc., that, shows discrimination on the grounds of race, nationality, religion, colour, sex, marital status, or ethnic or national origin are prohibited. The Act specifies, however, that the above prohibition is not intended to interfere with the free expression of opinion upon any subject, nor does it apply to the display of a sign, notice, etc., displayed to identify facilities customarily used by one sex. Public services or facilities or accommodation must not be denied on the basis of race, nationality, religion, colour, sex, age, or ethnic or national origin. But persons under the age of majority may not use facilities not available to them by law, and persons of one sex or another may be barred on grounds of public decency.

Also, the prohibition against denying occupancy in commercial or housing accommodation on grounds of race, nationality, religion, colour, sex, age, or ethnic or national origin does not apply to housing accommodation where the occupancy of all the housing accommodation in a building, except that of the owner and his family, is restricted to individuals who are of the same sex.

Preference in housing accommodation may also be given in buildings designed to be used primarily for elderly persons.

Denial to any person of the opportunity to acquire any commercial unit or housing, or any interest in land, on the basis of race, nationality, religion, colour, sex, age, marital status, or ethnic or national origin is prohibited. Discrimination with respect

to any term or condition of purchase of housing, commercial units, accommodation, or land or interest in land on these above grounds is also prohibited.

General Clause

The Act carries a general clause stating that every person has the right to equal opportunity based on bona fide qualifications in respect of his occupation or employment, or in respect of intended occupation or employment, advancement or promotion. This right applies also to membership or intended membership in a trade union, employers' organization or occupational association. The general clause is followed by specific prohibitions against discrimination by employers, employment agencies and trade unions on the grounds of race, nationality, religion, colour, sex, age, marital status, ethnic or national origin, or political beliefs.

Employers must not publish or cause to be published, displayed, circulated or broadcast, any words, symbols or other representations that indicate directly or indirectly that race, nationality, religion, colour, sex, age, marital status, ethnic or national origin are or may be a limitation, specification, or preference for a position of employment. No one may advertise on behalf of an employer, an advertisement that contains the above preferences, limitations or specifications.

No one is allowed to use an application form, or make any pre-employment inquiry that expresses a preference or limitation or specification as to race, nationality, religion, colour, sex, age, marital status or ethnic or national origin. These particulars must not be asked for, nor may an employment agency act upon, or make any referral based on them.

The prohibitions relating to discrimination in selection for employment to not apply where sex, age, marital status or political belief are a reasonable occupational qualification and requirement for the position of employment. The prohibitions relating to limitations or preferences in employment do not apply to an exclusively religious, philanthropic, educational, fraternal or social organization that is not operated for a profit and is operated primarily to foster the welfare of a group or class of persons characterized by a common race, nationality, religion, colour, sex, age, marital status, ethnic or national origin where one or more of the above criteria is a bona fide occupational qualification and requirement.

Domestics Excluded

The prohibitions against discrimination in employment do not apply to a domestic employed or to be employed in a single family residence.

Contracts made generally available to the public must not discriminate or include terms or conditions that discriminate against any person on the basis of race, nationality, religion, colour, sex, age, marital status, ethnic or national origin of that person. This prohibition does not apply to the operation of a bona fide retirement, superannuation or pension plan, or the terms or conditions of any bona fide group or employee insurance plan, or any bona fide scheme based upon seniority.

No one must be penalized in any way by refusal of employment, threats of or actual dismissal, or by any other penalty, because of having made a complaint under the Act, or has testified or made any disclosure under the Act.

The Act is administered by the Manitoba Human Rights Commission, which is appointed by the Lieutenant Governor in Council. The Commission is not limited to any particular number of members, and the term of these members is determined by the Lieutenant Governor in Council.

Besides enforcing the Act, the Commission is empowered to conduct educational programs. The Commission must file an annual report of its activities with the Minister, who then submits the report to the Legislative Assembly.

Boards of Adjudication

Although the investigation of complaints will continue to be the function of the Human Rights Commission, the hearing of and passing judgment on cases of alleged infringement of human rights legislation will be the responsibility of boards of adjudication. These boards are to be appointed, as required, by the Attorney General. The purpose of dividing the investigation and judgment functions between the boards and the Commission is to prevent any pre-judging of cases.

Complaints under the Human Rights Act may be initiated by any person who has reasonable grounds to believe that any person has contravened the Act. A complaint must be filed with the Commission within six months after the alleged offence occurred. Where the complaint is made by a third party, the Commission may refuse to file the complaint unless the person alleged to be offended against consents. If the Commission is unable to effect a settlement in a complaint, then the matter may be referred through the Minister to a board of adjudication.

If, after a hearing during which both sides must be given an opportunity to be heard, the board finds that a violation has occurred, it may make an order directing that lost wages be compensated for. It may also order that the guilty party do or refrain from doing something, in order that the Act may be complied with. The board may

file the order with the Court of Queen's Bench, thus giving the order the status of a court judgment. Appeal may be filed with the Court of Queen's Bench.

Individuals found guilty of violating the Human Rights Act are liable to a fine of not less than $100 and not more than $1,000 (previously $50 and $500); in the case of corporations, not less than $500 and not more than $5,000 (previously $200 and $1,000).

Ontario

Now clarified in the Ontario Human Rights Code is the fact that the prohibition against discrimination in housing on the basis of sex is not applicable where the occupancy of the housing accommodation, other than that of the owner and his family, is restricted to persons of the same sex.

The Code has been revised also to allow for investigation, rather than formal inquiry, in the early stages of proceedings on an alleged violation. A Commissioner or officer of the Commission may enter upon lands or premises at any reasonable time without a warrant for the purpose of investigating a complaint. This Commissioner or officer may remove any employment applications, payrolls, records, documents, etc., for the purpose of making copies or extracts. No entry may be made, however, into a place or room actually being used as a dwelling, without first having obtained an order from a justice of the peace, and any documents removed must be returned promptly after copies have been made. The Act makes it an offence to a hinder or obstruct an officer of the Commission, or to withhold any documents or papers relevant to the complaint.

Also in the area of administration, the amendment shifts the administrative and enforcement functions formerly carried out by the Ontario Women's Bureau to the Ontario Human Rights Commission.

Nova Scotia

An amendment to the Nova Scotia Human Rights Act prohibits discrimination in employment on the basis of age for older persons (between 40 and 65). This does not affect the operation of a bona fide retirement or pension plan, or group or employee insurance plan.

Also newly prohibited is discrimination on the basis of a physical handicap, unless the nature and extent of the handicap reasonably precludes performance of the particular employment, activity or association.

Yukon Territory

The Yukon Territory Fair Practices Ordinance now has wider application, since employers with fewer than five employees are now subject to its provisions.

Also broadened are the grounds upon which discrimination is prohibited in certain practices. Employers and trade unions must not discriminate on grounds of sex or marital status. These new grounds are added to the previous ones: race, religion, religious creed, colour and ancestry. Exceptions are allowed for these new grounds, as was the case with the previous ones, where a preference is based upon a bona fide occupational qualification.

The prohibitions apply to the use of application forms. That is, no person is allowed to require an applicant for employment to complete a form of application that asks for particulars as to race, religion, religious creed, colour, ancestry, sex, marital status or ethnic or national origin.

Sex and marital status were added to the grounds upon which persons must not deny accommodation, services or facilities available in any place to which the public is customarily admitted. No one may deny a person occupancy of an apartment in a building that contains more than six self-contained dwelling units, because of race, religion, religious creed, colour, ancestry, sex, marital status or ethnic or national origin. The previously prohibited grounds were race, creed, colour, nationality, ancestry or place or origin.

A new clause states that the section regarding denial of accommodation, public facilities, etc., does not apply where the accommodation, services or occupancy is restricted to persons who are of the same sex.

Sex and marital status are added also to the list of grounds upon which discriminatory publications, signs, notices, emblems, etc., are prohibited.

Northwest Territories

The Northwest Territories amended its Fair Practices Ordinance in order to give it broader coverage. Sex and marital status are added to the grounds upon which discrimination is prohibited in employment, trade union membership, provision of public accommodation or other public facilities or services, occupancy in self-contained apartment units, and publication or display of signs, notices, symbols, etc. Also prohibited is discrimination in employment because of a person's place of residence.

The Ordinance now applies to employers of one or more employees, whereas previously application was to employers of five or more employees.

The Territorial Commissioner may now approve programs designed to promote the welfare of any class of individuals. Such programs would not be a violation of the provisions of the Ordinance.

Newfoundland

Extensive changes were made to the Newfoundland Human Rights Code. In general, these changes consisted of a broadening of the grounds upon which discrimination is prohibited, and the establishment of a permanent Human Rights Commission.

Sex and marital status are added to the grounds upon which discrimination is prohibited in the provision of public accommodation, services and other facilities, and in the provision of commercial or self-contained dwelling units.

Marital status is now a prohibited ground for discrimination in employment and employment-related areas such as use of employment agencies, use of application forms and pre-employment inquiries, and membership in trade unions.

Sex is added as a prohibited ground for discrimination in the use of application forms, pre-employment inquiries, advertisements for employment, and the use of employment agencies that discriminate. Sex was already a prohibited ground in employment and in trade union membership.

Where age is a prohibited ground, "age" now means not less than 19 and not more than 65.

Also, the types of employers to which the fair employment practices section does not apply have been substantially reduced. Application is now excepted in respect of an exclusively religious or fraternal non-profit organization, and in respect of the employment of a domestic employed and living in a single-family home. Previously, the fair employment provisions did not apply to a much wider range of employers, including non-profit charitable, philanthropic, educational, and social organizations, and a fairly extensive number of educational institutions and other bodies specified by order of the Lieutenent Governor in Council in the light of certain terms of union with Canada as set forth in the schedule to the British North America Act.

A unique new section prohibits discrimination in employment-related activities because of a person's having had his or her pay subject to attachment or seizure from a present or previous employer. Exception can be made, however, where the duties of the employee include collecting, receiving or depositing money belonging to the employer.

Amend Equal Pay Provisions

Equal pay provisions have been amended to ensure that males as well as females are protected. Also, an added clause declares that female employees must be afforded equal opportunity for advancement and training, and equal pension rights and insurance benefits as males employed in the same establishment performing under the same or similar working conditions, the same or similar work on jobs requiring the same or similar skill, effort and responsibility.

The amendment provides for the establishment of a permanent Human Rights Commission. The new Commission is to be composed of at least three members, one of whom is designated as Chairman. Also designated from the Commission is a Director, who is Executive Director of the Commission.

The Commission, subject to the responsible Minister, administers the Code, and also is charged with the promotion of human rights through educational programs, research, advice and assistance to government departments and agencies, private organizations, groups, and individuals. Also, the Commission must co-operate with and assist any person, organization or group concerned with human rights, whether within or outside the province.

The Commission, through the Director, is responsible for enforcement of the Act. Where a person complains in writing that he or she has been aggrieved by an alleged violation of the Code, the Director, or an investigating officer, enquires into and attempts to settle the matter. If a settlement is not effected, the Director must report to the Chairman of the Commission, who in turn reports to the Minister with a recommendation as to whether the matter merits further enquiry.

Where the matter is judged by the Minister to merit further enquiry, it is referred for settlement to either the Human Rights Commission (or one or more members thereof), or an "ad hoc" Human Rights Commission consisting of one or more persons appointed by the Minister. After an enquiry, the Commission (whether it is the permanent Commission or an "ad hoc" Commission) makes its recommendations to the Minister, who then may issue whatever order he deems necessary to carry out those recommendations.

Fifty Years Ago

Approval to a bill introduced in the Nova Scotia legislature by the Premier, Hon. E.H. Armstrong, under the title "The Industrial Peace Act, 1925," was given in 1925. A summary of the provisions of the act were published in the May 1925 issue of *The Labour Gazette*.

The Nova Scotia Industrial Peace Act, which repealed the Conciliation Act of 1903 and the Miners' Arbitration Act of 1890, was approved by the provincial legislature in 1925. The bill was enacted mainly to create machinery for the settlement of industrial disputes in connection with the mining industry and public utilities, similar to that provided for Canada under the provisions of the Industrial Disputes Investigation Act, 1907, the latter act having been found by the Judicial Committee of the Privy Council to be ultra vires of the Dominion Parliament in regard to some of its provisions. The provisions contained in Part 1 of the new act were almost identical with the provisions of the I.D.I. Act, but with certain differences because it was a provincial rather than a Dominion measure. The new act, administered by the Minister of Works and Mines, provided methods for conciliation and investigation.

The Industrial Peace Act was divided into two parts: the first part was "simply the re-enacting of the Lemieux Act (the Industrial Disputes Investigation Act)." The second part extends beyond the Dominion Act, and was not to be enacted before proclamation by the Governor in Council of the province. It contained features stated to be patterned after the compulsory arbitration law of New Zealand and the Act establishing the Kansas Court of Industrial Relations. It provided for the establishment of a permanent arbitration commission with judicial powers. The commission was to investigate and render decisions, enforceable by law, in disputes where conciliation proceedings had failed.

The principal provisions of the second part of the Industrial Peace Act provided for the establishment of a permanent arbitration commission. These sections, also, did not take effect until the Governor in Council had proclaimed them in force. The Arbitration Commission was to consist of three members, appointed by the Governor in Council, one of them to be designated as chairman. The chairman must be "a barrier of the Supreme Court of Nova Scotia of ten years standing; he will hold office during good behaviour, and the other members hold office for three years, at salaries to be fixed by the Governor in Council." The Commissioners would have the same privileges and immunities as judges of the Supreme Court of Nova Scotia.

The Public Archives of Canada

PRICES & EMPLOYMENT

Consumer, February

The Consumer Price Index for Canada (1961 = 100) rose 0.8 per cent to 178.0 in February from 176.6 in January. Though all main components advanced in the latest month, the CPI registered a smaller increase than in February a year ago, mainly because of less rapidly rising food prices. Compared with 1974, when increases in food prices regularly surpassed those of other parts of the consumer budget, the 1975 indexes for food and for all-items excluding food, are rising at similar rates. Between February, 1974 and February, 1975, the total CPI registered an increase of 11.8 per cent.

Generally higher quotations for fresh fruit and vegetables, with the exception of potatoes, and increased prices for milk, butter and other dairy products, and for most cereal and bakery items, were responsible for the 0.8 per cent advance in retail food prices in February. Partially offsetting these advances, beef prices decreased, on average, by 6.5 per cent to reach the level at which they stood in mid-1973. The price of sugar continued to decline; although still retailing at about double its price of a year ago, the sugar index has declined by 23 per cent from its late-1974 peak.

The increase of 0.7 per cent in the index for all items other than food was mainly because of widespread increases in insurance rates for automobiles, dwellings and household effects. Higher prices for other items required to run the home, e.g. cleaning supplies, contributed to the rise. Notably higher prices were registered also for movie admissions, alcoholic beverages consumed outside the home, and for magazine subscriptions. Clothing prices, on average, have remained relatively stable for the past several months. The Consumer Price Index reclassified by goods and services gives another view of the incidence of price change. Between January and February, the index for services advanced 1.3 per cent, the sharpest one-month increase in recent years, and more than twice the 0.6 per cent rise in the index for goods. The durable goods index declined for the first time in two years, dropping 0.4 per cent mainly because of the effect of manufacturers' rebates on selected new car purchases, which contributed to a 0.7 per cent decline in the automobiles index. On a seasonally adjusted basis, the January to February advance in the all-times CPI was 0.7 per cent, which, with the exception of the 0.5 per cent increase a month earlier, was the lowest month-to-month rise since July, 1974. The seasonally adjusted food index advanced 0.6 per cent in February—about one half the average monthly rate of increase of the previous year.

Wholesale, January

The general wholesale price index (1935-39 = 100) rose 0.6 per cent in January to 484.7 from 482.0 (revised) in December, and was 12.9 per cent above the January 1974 level of 429.2. Five of the eight major groups advanced and three declined. The wood products group index increased 6.3 per cent in the latest month as prices for newsprint and wrapping paper advanced 12.1 per cent and wood pulp rose 8.5 per cent. Non-metallic minerals advanced 4.4 per cent with price increases of 30.5 per cent for coke, 14.2 per cent for cement and 12.5 per cent for salt. Iron products rose 2.8 per cent, mainly because of increases for wire and for rolling mill products. The vegetable products group index decreased 4.1 per cent from the December level, reflecting price declines for onions, sugar and its products, and potatoes.

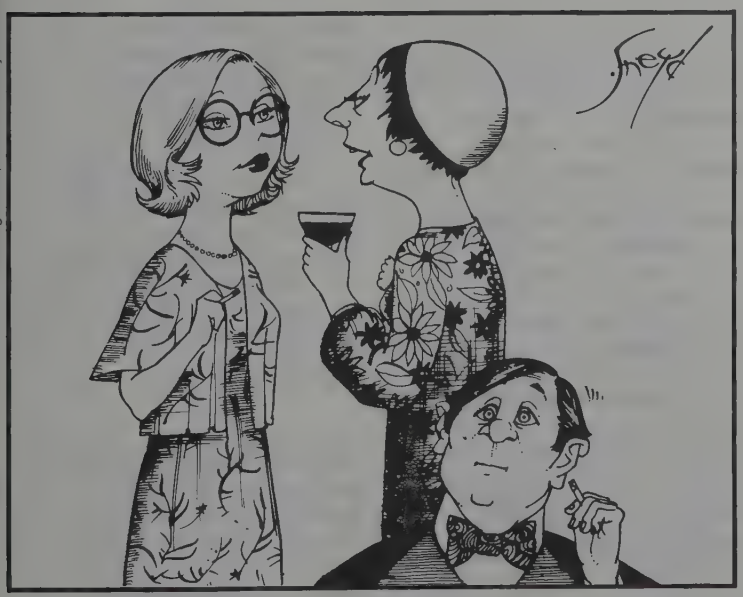
Wholesale, February

The general wholesale price index (1935-39 = 100) declined 0.2 per cent in February to 483.2 from 484.3 (revised) in January and was 10.4 per cent above its February 1974 level of 437.8. Three of the eight major groups decreased and five showed increases. The vegetable products group index declined 3.4 per cent in February, mainly because of price decreases for potatoes, 20.2 per cent; grains, 10.0 per cent; fresh fruits, 5.5 per cent; livestock and poultry feeds, 3.8 per cent; and vegetable oil products, 3.6 per cent. The animal products group decreased 2.6 per

cent, reflecting lower prices for livestock, 8.4 per cent; fresh meats, 6.6 per cent; hides and skins, 6.3 per cent; leather, 3.8 per cent; and eggs, 3.8 per cent. The textile products group declined 0.1 per cent. The iron products group rose 2.8 per cent in February because of price increases for wire, 7.4 per cent; rolling mill products, 4.7 per cent; and iron foundries products and steel pipe and tubing, 2.7 per cent. Other index increases were shown by: non-metallic minerals, 1.9 per cent; wood products, 1.8 per cent; non-ferrous metals, 1.7 per cent; and chemical products, 1.4 per cent.

City consumer, February

Consumer price indexes rose in all regional cities in February, with increases ranging from 0.3 per cent in Edmonton to 1.4 per cent in Winnipeg. Food indexes increased in 12 cities, declined in 1, and were unchanged in 1. Quotations were generally higher for dairy, bakery and cereal products, pork, poultry, fresh produce, processed fruits and vegetables, beverages, and restaurant food. Prices for beef, eggs and sugar declined. Housing components rose in all cities because of increased shelter costs, higher household effects insurance rates and increased prices for household supplies. Clothing indexes rose in 10 cities and declined in 4. Transportation components rose in 9 cities, declined in 4 and were unchanged in 1. Increased automobile insurance rates, generally outweighed lower prices for new cars and a reduction in train fares. Health and personal care indexes increased in all cities with higher charges for men's haircuts and women's hairdressing and increased prices for pharmaceuticals and toiletries. Recreation, education and reading components rose in all centres, reflecting higher movie admission charges and increased magazine subscription rates. Tobacco and alcohol indexes increased in 12 cities and were unchanged in 2. Prices were generally higher for alcoholic beverages consumed on licensed premises.



Doug Sneyd, Toronto Star Syndicate

"Sure, the dollar is way down; but, on the other hand, food prices are way up."

Employment, March

Although employment increased in March, unemployment showed an even larger rise, and the seasonally adjusted unemployment rate advanced 7.2 per cent from 6.8 per cent in February, Statistics Canada reported.

In March the unemployment rate for men 25 years of age and over rose to 5.4 per cent from 5.2 per cent in February, and for women aged 25 years and over it increased to 4.6 per cent from 4.1 per cent. For persons aged 14-24 years, the unemployment rate advanced to 12.7 per cent from 12.1 per cent. The seasonally adjusted participation rate for Canada—percentage of the population 14 years of age and over included in the labour force—increased to 59.1 per cent in March from 58.9 the previous month.

On an actual basis, the number of persons employed increased to 8,950,000 in March from 8,870,000 in February, and 8,730,000 in March 1974. The actual unemployment total was 840,000 for 8.6 per cent of the 9,790,000 included in the labour force last month. By province, unemployment rates were: Newfoundland, 24.1 per cent; New Brunswick, 15.8 per cent; Quebec, 10.8 per cent; Nova Scotia, 10.0 per cent; British Columbia, 9.3 per cent; Ontario, 7.3 per cent; Manitoba, 4.3 per cent; Alberta, 4.2 per cent; and Saskatchewan, 3.5 per cent.

During February the Minister of Labour appointed conciliation officers to deal with the following disputes:

Canadian Arsenals Limited (Small Arms Division), Mississauga, Ont., and United Steelworkers of America, Local 6199 (Conciliation Officer: H. Bartenbach).

The Toronto Harbour Commissioners, Toronto, Ont., and Canadian Union of Public Employees, Local 186 (Conciliation Officers: T. B. McRae and H. Bartenbach).

National Harbours Board, Port of Québec, Qué., and Public Service Alliance of Canada (representing a unit of office employees)(Conciliation Officer: G. R. Doucet).

New Brunswick Broadcasting Company Limited (CHSJ-TV, CHSJ-Radio), Saint John, N.B., and National Association of Broadcast Employees and Technicians. (Conciliation Officer: R. L. Kervin).

City Express Ltd., Whitehouse, Y.T., and General Truck Drivers and Helpers, Local 31 (Conciliation Officer: J. M. Collins).

Bekins Moving & Storage Ltd., Vancouver, B.C., and General Truck Drivers and Helpers, Local 31 (representing a unit of office and clerical employees) (Conciliation Officer: G. W. Rogers).

Chapman Transport Ltd., Kelowna, B.C., and General Truck Drivers and Helpers, Local 31; Teamsters Local 213 (representing a unit of office and clerical employees)(Conciliation Officer: D. H. Cameron).

National Harbours Board, Port of Québec, Qué., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (representing a unit of operations and maintenance employees)(Conciliation Officer: M. Archambault).

Transport d'Anjou Inc., Rivière-du-Loup, Qué., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: M. Archambault).

Canadian Machinery Movers Limited, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 880 (Conciliation Officer: H. Bartenbach).

The J.P. Porter Company Limited, Montréal, Qué., Richelieu Dredging Corporation Inc., Montréal, Qué., McNamara Marine Limited, Whitby, Ont., Canadian Dredge & Dock Co. Ltd., Toronto, Ont., and T.C. Gorman, Toronto, Ont., and Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet).

Quinn Freight Lines, Inc., Saint John, N.B., and Teamsters, Chauffeurs, Warehousemen, Helpers and Miscellaneous Workers, Local 76 (Conciliation Officer: R. L. Kervin).

National Arts Centre Corporation, Ottawa, Ont., and International Alliance of Theatrical Stage Employees and

Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: M. K. Carson).

Big Valley Supply and Enterprises Limited, Calgary, Alta., and General Teamsters, Local 362 (Conciliation Officer: D. H. Cameron).

Roadway Transport Limited, Rexdale, Ont., and Teamsters Local 938 (representing full-time office and clerical employees and dispatch clerks) (Conciliation Officer: T. B. McRae).

CKY-TV, MTV Limited, Winnipeg, Man., and National Association of Broadcast Employees and Technicians (representing office employees)(Conciliation Officer: A. E. Koppel).

Star Transfer Limited, Timmins, Ont., and Teamsters Local 938 (representing a unit of office employees)(Conciliation Officer: T. B. McRae).

Télévision St-Maurice Inc., Trois-Rivières, Qué., and National Association of Broadcast Employees and Technicians (representing a unit of employees at TV station CKTM-TV, Mont-Carmel, Québec)(Conciliation Officer: M. Archambault).

Canadian Pacific Limited (British Columbia Coast Steamship Service), Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officers: D. H. Cameron and J. M. Collins).

Settlements by conciliation officers. Delta Cable Television Ltd., Delta, B.C., and International Brotherhood of Electrical Workers, Local 213 (Conciliation Officers: D. H. Cameron and J. M. Collins)(LG, April).

Canadian Wirevision Limited, Vancouver, B.C., and International Brotherhood of Electrical Workers, Local 213 (Conciliation Officers: D. H. Cameron and J. M. Collins)(LG, April).

Western Cablevision Limited, Surrey, B.C., and International Brotherhood of Electrical Workers, Local 213 (Conciliation Officers: D. H. Cameron and J. M. Collins)(LG, April).

North West Community Video Ltd., North Vancouver, B.C., and International Brotherhood of Electrical Workers, Local 213 (Conciliation Officers: D. H. Cameron and J. M. Collins)(LG, April).

Nordair Limited, Montréal International Airport, Dorval, Qué., and International Association of Machinists and Aerospace Workers, Lodge 2309 (representing a unit of flight attendants) (Conciliation Officer: G. R. Doucet)(LG, April).

National Harbours Board, Montréal, Qué., and National Harbours Board Police Brotherhood, Montréal (Conciliation Officer: G. R. Doucet)(LG, April).

Les Déménagements Côté Ltée, Qué., and Transport Drivers, Warehousemen and General Workers, Local 106 (Conciliation Officer: G. R. Doucet) (LG, April).

REA Express (Canada) Limited, Cooksville, Ont., and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: M. K. Carson) (LG, March).

General Aviation Services Ltd., Montréal International Airport, Dorval, Qué., and International Association of Machinists and Aerospace Workers, Local 2300 (Conciliation Officer: M. Archambault)(LG, March).

Disputes in which there was no further conciliation action under Canada Labour Code (Part V—Industrial Relations). Transair Limited, Winnipeg International Airport, Winnipeg, Man., and International Association of Machinists and Aerospace Workers (representing a unit of maintenance employees)(Conciliation Officer: A. E. Koppel)(LG, April).

Transair Limited, Winnipeg International Airport, Winnipeg, Man., and International Association of Machinists and Aerospace Workers (representing a unit of traffic and reservation employees)(Conciliation Officer: A. E. Koppel)(LG, April).

The Canadian Transit Company, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (Conciliation Officers: H. A. Fisher and H. Bartenbach)(LG, March).

W. C. Norris Ltd., Mississauga, Ont., and Teamsters Local 880 (Conciliation Officer: K. Hulse) (LG, March).

Tippet-Richardson (Ottawa) Limited, Ottawa, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91 (Conciliation Officer: K. Hulse) (LG, January).

Settlement reached following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). The Canadian Transit Company, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 (settled with

the mediation assistance of T. B. McRae)(see above).

Strike terminated following decision to take no further conciliation action under Canada Labour Code (Part V—Industrial Relations). D.C.B. Industries Ltée, St-Laurent. Qué., Champlain Sept Iles Express Inc., St-Hubert, Qué., and Brazeau Transport Inc., Rouyn, Qué., and Transport Drivers, Warehousemen and General Workers, Local 106 (strike action terminated February 17, 1975) (LG, April).

Conciliation commissioner appointments. Algoma Central Railway, Sault Ste. Marie, Ont., and Brotherhood of Railway Carmen of the United States and Canada; International Association of Machinists and Aerospace Workers and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (Conciliation Commissioner: George S. P. Ferguson, Q.C.)(LG, April).

The City of Whitehorse, Y.T., and International Union of Operating Engineers, Local 115 (Conciliation Commissioner: John C. Sherlock)(LG, February).

Conciliation commissioner reports received. Algoma Central Railway, Sault Ste. Marie, Ont., and United Transportation Union (T)(Conciliation Commissioner: George S. P. Ferguson, Q.C.)(LG, April).

British Columbia Telephone Company, Vancouver, B.C., and Federation of Telephone Workers of British Columbia (representing employees of Traffic, Plant and Clerical Divisions)(Conciliation Commissioner: Hugh G. Ladner)(LG, April).

Dispute settled in post-conciliation commissioner negotiations. Eastern Telephone and Telegraph Company, Sydney, N.S., and International Brotherhood of Electrical Workers, Local 2096.

Legal strike and/or lockout following conciliation commissioner procedure. Moffat Communications Limited, Vancouver, B.C., and Canadian Union of Public Employees, Broadcast Division (strike action commenced February 1, 1975).

Dispute lapsed following appointment of mediator under Section 195. Q.C.T.V. Ltd., Edmonton. Alta., and International Brotherhood of Electrical Workers, Local 1007 (LG, April).

Additions to the Library

LIST NO. 313

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

ACCIDENT PREVENTION

1. International Labour Office. Safety and health in shipbuilding and ship repairing. Geneva, 1974. 260p.

2. International Labour Office. Sécurité et hygiène dans les travaux du bâtiment et les travaux publics. 1ère édition. Genève, Bureau international du Travail, 1974. 437p.

3. Québec (Province). Ministère du travail et de la main-d'oeuvre. Direction générale de l'inspection. Code de sécurité pour les travaux de construction. 1er septembre 1974. Québec, Editeur officiel du Québec, 1974. 164p.

BUSINESS

4. Archer, Maurice. An introduction to Canadian business. 2nd ed. Toronto, McGraw-Hill-Ryerson, 1974. 663p.

COLLECTIVE BARGAINING

5. Perry, Charles R. The labor relations climate and management rights in urban school systems; the case of Philadelphia, by Charles R. Perry and others. Foreword by Herbert R. Northrup. Philadelphia, Industrial Research Unit, Wharton School, University of Pennsylvania Press, 1974. 99p.

COMMERCIAL POLICY

6. Bergsten, Carl Frederick. Completing the GATT: toward new international rules to govern export controls. Washington, British-North American Committee, 1974. 62p.

ECONOMISTS

7. Sharpe, Myron E. John Kenneth Galbraith and the lower economics. 2nd ed. White Plains, N.Y., International Arts and Sciences Press, 1974. 125p.

EDUCATIONAL ATTAINMENT—LABOUR ASPECTS

8. Taubman, Paul James. Higher education and earnings; college as an investment and a screening device, by Paul Taubman and Terence Wales. New York, McGraw-Hill, 1974. 302p.

EMPLOYEES—DISMISSAL

9. Tarrant, John J. Getting fired; an American ordeal. New York, Van Nostrand Rheinhold, 1974. 218p.

FRINGE BENEFITS

10. Babson, Stanley M. Fringe benefits—the depreciation, obsolescence, and transcience of man; costs, strategies, and trends for financial managers, personnel directors, and general management. New York, Wiley, 1974. 178p.

GOVERNMENT OWNERSHIP

11. Kelf-Cohen, Reuben. British nationalization, 1945-1973. New Yrok, St. Martin's Press, 1973. 288p.

GUARANTEED ANNUAL INCOME

12. Bowler, Marion Kenneth. The Nixon guaranteed income proposal: substance and process in policy change. Cambridge, Mass., Ballinger, 1974. 201p.

13. Income supplements for the working poor; proceedings of a conference on income supplementation, April 8-9, 1974,

Toronto, Ontario. Ottawa, Canadian Council on Social Development, 1974. 159p.

14. U.S. Congress. Joint Economic Committee. Sub-committee on Fiscal Policy. The new supplemental security income program; impact on current benefits and unresolved issues. A staff study prepared by James R. Storey and Irene Cox. Washington, G.P.O., 1973. 449p.

HOURS OF LABOUR

15. Kapp, Bernard. Les horaires libres, par Bernard Kapp et Odile Proust. Paris, Chotard, 1973. 316p.

INCOME

16. Atkinson, Anthony Barnes, comp. Wealth, income and inequality; selected readings. Harmondsworth, Eng., Penguin Education, 1973. 413p.

17. U.S. Bureau of the Census. Family income 1947 to 1971: summarizing twenty-five years of a summary statistic, by Murray S. Weitzman. Washington, G.P.O., 1974. 26p.

INDUSTRIES DISPUTES

18. Construction industry labor relations, 1974. Vincent J. Apruzzese, chairman. New York, Practising Law Institute, 1974. 168p.

INDUSTRIAL RELATIONS

19. Garnett, John W.P.M. The work challenge. Rev. ed. London, Industrial Society, 1974. 100p.

INFLATION

20. Nold, F.C. Essays on monetary aspects of inflation, by F.C. Nold, Jack L. Carr and John W.L. Winder. Ottawa, Information Canada, 1973. 163p.

INSURANCE, DISABILITY

21. U.S. Congress. House. Committee on Ways and Means. Committee staff report on the disability insurance program. Prepared by the staff of the Committee on Ways and Means for the use of the Committee. Washington, G.P.O., 1974. 447p.

INSURANCE, UNEMPLOYMENT

22. American Enterprise Institute for Public Policy Research. Unemployment compensation: proposed permanent changes. Washington, 1974. 63p.

23. Munts, Raymond. The work disincentive effects of unemployment insurance, by Raymond Munts and Irwin Garfinkel. Kalamazoo, Mich., W.E. Upjohn Institute for Unemployment Research, 1974. 65p.

JOB ANALYSIS AND SPECIFICATION

24. Fine, Sidney A. Functional job analysis; how to standardize task statements, by Sidney A. Fine, Ann M. Holt, Maret F. Hutchinson. Kalamazoo, Mich., W.E. Upjohn Institute for Employment Research, 1974. 31p.

LABOUR HISTORY

25. Cross, Michael Sean, comp. The working man in the nineteenth century. Edited by Michael S. Cross. Toronto, Oxford University Press, 1974. 316p.

LABOUR LITERATURE

26. Palmer, Roy, ed. A touch on the times; songs of social change, 1770-1914. Harmondsworth, Eng., Penguin Education, 1974. 352p.

LABOUR PARTY (GREAT BRITAIN)

27. Brown, Kenneth Douglas, ed. Essays in anti-labour history; responses to the rise of Labour in Britain. London, Macmillan, c1974. 409p.

LABOUR SUPPLY

28. Da Vanzo, Julie Irene. Estimating labor supply response: a sensitivity analysis, by Julie Da Vanzo, Dennis N. De Tray and David H. Greenberg. Santa Monica, Rand Corp., 1973. 135p.

29. International Labour Office. The woodworking industries and the creation of employment. Geneva, 1974. 58p.

30. Ontario. Ministry of Labour. Research Branch. Some concepts and methodologies in manpower forecasting, prepared by Farid Siddiqui. Toronto, 1974. 47p.

31. Rafferty, John. Health manpower and productivity, the literature and required future research. Lexington, Mass., Lexington Books, 1974. 225p.

32. Sabolo, M. Yves. Les tertiaires; analyse comparative de la croissance de l'emploi dans les activités tertiaires, par Yves Sabolo en collaboration avec J. Gaude et R. Wéry. Genève, Bureau international du Travail, 1974. 238p.

33. U.S. Bureau of Labor Statistics. Occupational supply: concepts and sources of data for manpower analysis. Washington, G.P.O., 1974. 70p.

MANPOWER POLICY

34. Heim, John. The educational production function: implications for

educational manpower policy, by John Heim and Lewis Perl. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1974. 38p.

MERCHANT MARINE

35. Goss, R.O. The cost of ships' time, by R.O. Goss, assisted by S. Herman, M. Mann and Mrs. S. Webb. London' H.M.S.O., 1974. 45p.

MIGRANT LABOUR

36. Courchene, Thomas Joseph. Migration, income and employment: Canada, 1965-68. Montreal, C.D. Howe Research Institute, 1974. 155p.

MINORITIES

36. Ryan, Joseph, ed. White ethnics: their life in working class America. Englewood Cliffs, N.J., Prentice-Hall, c1973. 184p.

OCCUPATIONS—ENGINEERS

38. Planning Commission for Expanding Minority Opportunities in Engineering. Minorities in engineering; a blueprint for action; summary and principal recommendations. New York, Alfred P. Sloan Foundation, c1974. 42p.

PENSIONS

39. Mercer, William Manson. Mercer handbook of Canadian pension and welfare plans, by Laurence E. Coward. 5th ed. Don Mills, Ont., CCH Canadian Ltd., 1974. 415p.

40. Payette, Michel. Les travailleurs et la gestion des fonds de leurs caisses de retraite. Montréal, Institut de recherche appliquée sur le travail, 1974. 101p.

41. U.S. Office of Labor—Management and Welfare—Pension Reports. Know your pension plan. Washington, G.P.O., 1974. 34p.

PRODUCTIVITY BARGAINING

42. Riach, Peter Andrew. Productivity agreements and Australian wage determination, by P.A. Riach and W.A. Howard. Sydney, John Wiley & Sons, Australasia, 1973. 176p.

PRODUCTIVITY OF LABOUR

43. McBeath, Maurice Gordon. Productivity through people; a practical guide to improvement, by Gordon McBeath. New York, Wiley, 1974. 176p.

PUBLIC WELFARE

44. The family, poverty, and welfare programs; factors influencing family instability; a volume of studies prepared for the use of the Subcommittee on Fiscal Policy of the Joint Economic Committee, Congress of the United States. Washington, G.P.O., 1973. 350p.

RETIREMENT

45. Sunshine, John. How to enjoy your retirement. New York, AMACOM, 1974. 164p.

SHOP STEWARDS

46. Marsh, Arthur Ivor. Managers and shop stewards; shopfloor revolution? London, Institute of Personnel Management, 1973. 174p.

SOCIAL SECURITY

47. Canada. Department of National Health and Welfare. Policy and Program Development and Coordination Branch. Social security in Canada. 3d ed. Ottawa, Information Canada, 1974. 90,103p. Titre en français: La sécurité sociale au Canada.

STATUS OF WOMEN

48. Canadian Labour Congress. National Committee on Women's Rights. Report on women's rights. Ottawa, Canadian Labour Congress, 1974. 15p.

49. Gagnon, Mona-Josée. Les femmes vues par le Québec des hommes; 30 ans d'histoire des idéologies, 1940-1970. Montréal, Editions du Jour, 1974. 159p.

50. Houle, Ghislaine. La femme au Québec. Montréal, Bibliothèque national du Québec, 1975. 228p.

51. Ross, Susan Deller. The rights of women; the basic ACLU guide to a woman's rights. New York, Discus Books, 1973. 384p.

WAGES AND HOURS

52. Conference Board. Top executive compensation, by Harland Fox. 1974 ed. New York, 1974. 64p.

53. U.S. Bureau of Labor Statistics. Area wage surveys; metropolitan areas, United States and regional summaries, 1971-72. Washington, G.P.O., 1974. 119p.

WELFARE WORK IN INDUSTRY

54. Spiegel, Hans B.C. Not for work alone; services at the workplace. Prepared for Manpower Administration. Springfield, Va., Reproduced by National Technical Information Service, 1974. 204p.

WOMEN

55. Social Research, inc., Chicago. Working-class women in a changing world, a review of research findings. New York, Macfadden Bartell Corp., 1973. 54p.

WOMEN—EMPLOYMENT

56. Michel, Andrée. Activité professionnelle de la femme et vie conjugale. Paris, Editions du Centre National de la Recherche Scientifique, 1974. 190p.

WORK

57. Clayre, Alasdair. Work and play; ideas and experience of work and leisure. London, Weidenfeld and Nicolson, c1974. 261p.

58. New concepts of work; proceedings of a conference sponsored by the Canadian Council on Social Development, March 26-27, 1973. Ottawa, Canadian Council on Social Development, 1974. 145p.

59. Williams, Roger. Tomorrow at work, essays on the future patterns of work and leisure, edited by Roger Williams. London, British Broadcasting Corporation, 1973. 53p.

WORKERS

60. Levison, Andrew. The working-class majority. New York, Coward, McCann & Geohegan, 1974. 319p.

labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
.ABOUR FORCE*		(in thousands)		
led February 15, 1975		9,713	+ 0.3	+ 4.4
	February 1975	8,874	+ 0.1	+ 2.3
e	"	397	– 0.3	– 0.8
ılture	"	8,478	+ 0.1	+ 2.5
ers	"	7,918	+ 0.4	+ 2.6
ork 35 hours or more	"	6,860	– 1.3	+ 0.4
ork less than 35 hours	"	1,594	+ 4.3	+ 8.4
oyed but not at work	"	419	+ 7.4	+ 14.5
	"	839	+ 2.7	+ 32.1
	"	117	+ 4.5	+ 23.1
	"	286	+ 5.5	+ 22.7
	"	261	– 1.1	+ 42.6
	"	68	+ 1.5	+ 17.2
ılumbia	"	107	+ 4.9	+ 62.1
and seeking work	"	776	+ 5.6	+ 32.9
layoff up to 30 days	"	62	– 24.4	+ 21.6
_OYMENT (1961 = 100)†	November 1974	145.0	– 1.0	+ 3.4
employment (1961 = 100)†	"	132.6	– 1.7	+ 0.2
	1st 9 mos. 1974	166,401	–	–
e labour force	"	81,655	–	–
CKOUTS				
ckouts	January 1975	183	+ 40.8	+ 63.4
; involved	"	44,341	+ 74.0	+ 83.8
an days	"	433,110	+ 36.6	+ 63.5
NCOME				
ly earnings (ind. comp.)†	November 1974	187.56	+ 0.3	+ 13.5
Average hourly earnings (mfg.)†	"	4.66	+ 0.4	+ 17.5
Average weekly hours paid (mfg.)†	"	39.0	+ 0.8	– 2.7
Consumer price index (1961 = 100)	February 1975	178.0	+ 0.8	+ 11.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	November 1974	138.8	– 1.1	+ 1.7
Total labour income (millions of dollars)†	January 1975	6,519.8	– 2.8	+ 15.4
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	January 1975	211.2	– 1.9	– 4.9
Manufacturing	"	206.1	– 2.0	– 6.8
Durables	"	234.8	– 5.0	– 9.7
Non-durables	"	183.4	+ 1.2	– 3.7
NEW RESIDENTIAL CONSTRUCTION**				
Starts	January 1975	7,133	–	– 47.2
Completions	"	13,276	–	– 21.8
Under construction	"	131,954	–	– 22.9

*Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of Statistics Canada, which in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS, 1970-75

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1970-1975

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year		Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Percentage of Estimated Working Time
1970	503	542	261,706	6,539,560	0.39
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1974:					
January	66	112	24,122	264,860	0.16
February	71	132	44,475	424,270	0.28
March	83	144	51,473	437,630	0.27
April	120	187	66,484	620,510	0.38
May	143	254	96,535	1,398,940	0.80
June	121	226	217,420	2,025,650	1.24
July	130	236	107,848	1,021,110	0.55
August	120	241	73,157	858,910	0.47
September	95	229	67,085	718,070	0.45
October	95	210	63,418	686,480	0.39
November	95	203	77,474	481,580	0.30
December	31	130	25,478	317,110	0.20
*1975					
January	107	183	44,341	433,110	0.25

* Preliminary.

STRIKES AND LOCKOUTS, JANUARY, 1975, BY INDUSTRY (PRELIMINARY)

Industry	Number Beginning During Month	In Effect During Month		
		Strikes During Lockouts	Workers Involved	Man-Days
Forestry	2	2	475	4,350
Fishing	1	1	800	17,600
Mines	4	5	791	11,380
Manufacturing	41	91	16,367	177,880
Construction	8	12	4,419	43,390
Transpn. & utilities	9	17	9,624	86,450
Trade	7	10	755	8,990
Finance	-	-	-	-
Service	23	33	9,061	66,940
Public administration	12	12	2,049	16,130
All industries	107	183	44,341	433,110

STRIKES AND LOCKOUTS, JANUARY, 1975, BY JURISDICTION (PRELIMINARY)

Jurisdiction	Number Beginning During Month	In Effect During Month		
		Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	9	9	1,935	20,220
Prince Edward Island	-	-	-	-
Nova Scotia	10	11	1,992	9,250
New Brunswick	3	4	1,296	5,200
Quebec	37	66	17,208	217,200
Ontario	26	48	9,814	83,730
Manitoba	3	6	791	11,870
Saskatchewan	3	6	1,401	6,940
Alberta	3	5	2,355	14,190
British Columbia	10	23	4,257	29,200
Federal	3	5	3,292	35,310
All jurisdictions	107	183	44,341	433,110

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY, 1975 (PRELIMINARY)

Industry Employer Location	Union	Workers Involved	Duration in Man-days January	 Accumulated	Starting Date Termination Date	Major Issues Result
Forestry						
Kruger Ltée, La Relique, Qué.	Fed'n of Pulp & Paper Wrks (CNTU)	225	1,350	1,350	Jan. 10 Jan. 20	Work schedule & cost-of-living adjustment– Return of workers.
Société Forestière Domtar Ltée, Dolbeau, Qué.	Woodworkers Fed'n (Ind.)	250	3,000	3,000	Jan. 16	Sympathy strike–
Fishing						
Six fish companies, Various locations, Nfld.	Food Workers (AFL-CIO/CLC)	800	17,600	17,600		Wages; implementation of conciliation report.
Mines						
METAL MINES						
Les Mines, Patino du Québec, Chibougamau, Qué.	Steelworkers loc 5914 (AFL-CIO/CLC)	410	9,080	21,970	Nov. 18	Wages, cost-of-living clause–
NON-METAL MINES						
Canadian Rock Salt Co. Ltd, Pugwash, N.S.	Oil Workers loc 9-823 (AFL-CIO/CLC)	150	600	600	Jan. 21 Jan. 27	Wages, COLA clause, grievances– Return of workers under Cease and Desist Order.
Manufacturing						
FOOD & BEVERAGES						
Boulangerie Christie Ltée, Montréal, Qué.	Bakery Workers loc 55 (AFL-CIO/CLC)	180	1,620	14,220	Sep. 20 Jan. 15	Firing of two employees– Company closed.
*Robin Hood flour mill, Montréal, Qué.	Commerce Fed'n (CNTU)	125	1,500	5,000	Nov. 20 Jan. 20	Cost-of-living adjustment, grievances– Not reported.
Carling O'Keefe, Vancouver B.C.	Brewery Wkrs loc 300 (AFL-CIO/CLC)	250	2,250	3,000	Dec. 27 Jan. 15	Protesting lay-offs– Return of workers.
RUBBER						
Canadian Technical Tape, Montréal, Qué.	Fed'n of Paper Workers (CNTU)	180	3,960	16,560	Sept. 20	Wages, cost-of-living escalator clause, voluntary overtime–
TEXTILES						
Hubbard Dyers Ltd., Montréal, Qué.	(CNTU)	270	2,320	13,120	Nov. 4 Jan. 14	Wages & fringe benefits– Not reported.

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days January	 Accumulated	Starting Date Termination Date	Major Issues Result
Dominion Dyeing & Printing Ltd., Drummondville, Qué.	(CSD)	324	970	970	Jan. 28	Job jurisdiction & overtime–
Knitting Mills						
Penman's Ltd, Ste. Hyacinthe, Qué.	Textile Federation (CNTU)	330	7,260	55,770	May 31	Wages–
WOOD						
George Burchill & Sons (Plywood Ltd) Nelson, Miramichi, N.B.	Woodworkers loc 2-306 (AFL-CIO/CLC)	120	600	600	Jan. 14 Jan. 21	Cost-of-living adjustment– Settled by mutual agreement
Saskatchewan Forest Products, Hudson Bay, Sask	Canadian Paperworkers (CLC)	105	210	210	Jan. 27 Jan. 29	Interpretation of contract– Return of workers
PAPER						
Papeterie Canadienne, Joliette, Qué.	Communication Workers Fed'n (CNTU)	180	1,800	24,480	July 3 Jan. 16	Wages & fringe benefits– Settled by mutual agreement
Sonoco Products Ltd, Terrebonne Qué.	Fed'n of Paper Workers (CNTU)	116	2,420	11,110	Sep. 9	Seniority, cost-of-living adjustment–
Fibracan Inc., Chomedey, Qué.	Woodworkers loc 2-279 (AFL/CIO/CLC)	140	1,120	3,060	Dec. 10 Jan. 14	Wages & fringe benefits– Not reported
Rayonnier-Québec (ITT), Port-Cartier, Qué.	Canadian Paperworkers loc 1125 (CLC)	225	4,050	4,050	Jan. 8	Suspension of some workers–
PRIMARY METAL						
Maritime Steel and Foundries Ltd, New Glasgow, N.S.	Steelworkers loc 3172 (AFL-CIO/CLC)	110	280	280	Jan. 2 Jan. 7	Safety conditions– Return of workers pending resolution of grievance
Steel Company of Canada, Hamilton, Ont.	Steelworkers loc 1005 (AFL-CIO/CLC)	800	800	800	Jan. 3 Jan. 4	Firing of three employees– Return of workers
Union Carbide, Beauharnois, Qué.	Steelworkers loc 5987 (AFL-CIO/CLC)	450	3,950	3,950	Jan. 19	Working conditions, interpretation of contract–
METAL FABRICATING						
Québec Wires, Trois-Rivières, Qué.	Steelworkers loc 7092 (AFL-CIO/CLC)	125	2,750	4,000	Dec. 16	Employees locked-out–
Paragon Tools, Windsor, Ont.	Auto Workers loc 195 (CLC)	119	1,900	1,900	Jan. 10	Not reported–
Great West Steel Industries Ltd, Mississauga, Ont.	Steelworkers loc 4515 (AFL-CIO/CLC)	220	1,100	1,100	Jan. 13 Jan. 20	Not reported– Settled by mutual agreement

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days January	 Accumulated	Starting Date Termination Date	Major Issues Result
MACHINERY						
Canadian Tyler Refrigeration Ltd, Barrie, Ont.	Steelworkers loc 6585 (AFL-CIO/CLC)	150	900	6,750	Nov. 3 Jan. 10	Contract issues– Plant closed
Hamilton Gear and Machine Co., Toronto, Ont.	Moulders loc 28 (AFL-CIO/CLC)	134	1,740	1,740	Jan. 15	Wages & fringe benefits–
Gearmatic Co. Ltd, Surrey, B.C.	Steelworkers (AFL-CIO/CLC)	170	850	850	Jan. 27	Respecting picket lines–
Dominion Engineering Works Ltd, Lachine, Qué.	Machinists loc 1660 & 2505 (AFL-CIO/CLC)	1,300	1,300	1,300	Jan. 31	Cost-of-living adjustment–
TRANSPORTATION EQUIPMENT						
United Aircraft of Canada Ltd, Longueuil, Qué.	Auto Workers loc 510 (CLC)	1,200	26,400	587,400	Jan. 7 1974	Union security, wages, cost-of-living clause–
Flyer Industries Ltd. Winnipeg, Man.	Can. Assoc. of Industrial Mechanical Workers (CCU)	500	8,500	39,000	Oct. 1 Jan. 27	Wages & union jurisdiction– Settled through conciliation, wage increases
Bricklin (Canada)Ltd Saint John, N.B.	Auto Workers loc 1896 (CLC)	250	500	500	Jan. 9 Jan. 13	Firing of some employees– Dispute settled
ELECTRICAL PRODUCTS						
C.P. Clare Canada, Weston, Ont.	UE loc 518 (CLC)	275	6,050	15,400	Nov. 11	Wages & fringe benefits–
Electrolux Canada Ltd, Pointe-Claire Qué.	Steelworkers loc 6608 (AFL-CIO/CLC)	520	1,040	16,640	Nov. 18 Jan. 6	Wages & fringe benefits– Return of workers
Rotor Electric Co. Ltd, Concord, Ont.	Steelworkers loc 697 (AFL-CIO/CLC)	225	2,030	2,030	Jan. 21	Wages & fringe benefits–
Leviton Manufacturing of Canada Ltd, Montreal Qué.	Steelworkers loc 15510 (AFL-CIO/CLC)	300	300	300	Jan. 31	Wages–
NON-METALLIC MINERAL PRODUCTS						
Fiberglass Canada Ltd, Candiac, Qué.	Oil Workers loc 9821 (AFL-CIO/CLC)	275	4,320	11,750	Nov. 21 Jan. 23	Contract issues– Settled through conciliation; wage increases
Consumers Glass, Candiac, Qué.	United Glass Workers loc 250 (AFL-CIO/CLC)	407	2,330	2,330	Jan. 24	Wages, COLA clause–
Consumers Glass Co. Ltd, Lavington, B.C.	United Glass Workers loc 257 (AFL-CIO/CLC)	340	680	680	Jan. 30	Wages, fringe benefits, grievances–

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY, 1975 (PRELIMINARY) (CONT'D

Industry Employer Location	Union	Workers Involved	Duration in Man-days January	 Accumulated	Starting Date Termination Date	Major Issues Result
PETROLEUM & COAL						
PRODUCTS Texaco Canada Ltd, Montréal, Qué.	Oil Workers loc 9-618 (AFL-CIO/CLC)	317	6,410	6,410	Jan. 3	Cost-of-living adjustment–
Petrofina Canada Ltée., Montreal, Qué	United Oil Workers loc 3 (CCU)	260	3,120	3,120	Jan. 4 Jan. 20	Cost-of-living adjustment– Wage increases
BP Refinery Canada Ltd, Ville d'Anjou, Qué.	Oil Workers loc 9-745 (AFL-CIO/CLC)	123	2,110	2,110	Jan. 4 Jan. 28	Cost-of-living adjustment– Wage increases
Union Carbide, Montreal, Qué.	United Oil workers (CCU)	265	2,120	2,120	Jan. 7 Jan. 17	Cost-of-living adjustment– Wage increases
Shell Canada Ltée, Montréal, Qué.	United Oil workers loc 1 (CCU)	470	3,760	3,760	Jan. 7 Jan. 17	Cost-of-living adjustment– Wage increases
BP Refinery Canada, Oakville, Ont.	Oil Workers loc-9-593 (AFL-CIO/CLC)	130	130	130	Jan. 7 Jan. 8	Cost-of-living adjustment– Return of workers
Texaco Canada Ltd, Toronto, Ont.	Oil Workers loc 9-599 (AFL-CIO/CLC)	300	1,200	1,200	Jan. 7 Jan. 12	Cost-of-living adjustment– Return of workers
Gulf Oil Canada, Mississauga, Ont.	Oil Workers loc 9-593 (AFL-CIO/CLC)	350	350	350	Jan. 7 Jan. 8	Cost-of-living adjustment– Return of workers
CHEMICAL PRODUCTS						
Rexall Drug Co. Ltd, Mississauga, Ont.	Chemical Workers loc 279 (AFL-CIO-CLC)	153	3,370	10,100	Oct. 28	Not reported–
Colgate-Palmolive Ltd, Toronto, Ont.	Chemical Workers loc 809 (AFL-CIO/CLC)	330	3,960	3,960	Jan. 16	Wages & fringe benefits–
Cyanamid of Canada, Saint-Jean, Qué.	Chemical Workers loc 449 (AFL-CIO/CLC)	254	2,290	2,290	Jan. 21	Wages–
Trade						
WHOLESALE						
International Harvester Co. (Parts. Dept.), Burlington, Ont.	Auto Workers loc 398 (CLC)	150	3,300	12,150	Oct. 4	Wages–
Eight fuel oil companies, Toronto, Ont.	Teamsters loc 352 (Ind.)	308	920	920	Jan. 13 Jan. 16	Wages– Wage increases

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days January	 Accumulated	Starting Date Termination Date	Major Issues Result
Construction						
Construction Labour Relations Assoc. Various locations B.C.	Boilermakers loc 359 (AFL-CIO/CLC)	400	3,600	15,600	Nov. 18 Jan. 15	Wages— Wage increases
Montreal Contruction, Assoc., Montreal, Qué.	Structural Iron Workers loc 823 (AFL-CIO/CLC)	1,200	16,800	38,400	Nov. 27 Jan. 22	Cost-of-living adjustment— Wage increases
Association des constructeurs de routes et grands travaux du Québec, Province-wide, Qué.	Fraternité provinciale des ouvriers en électricité loc 1675 & 1676 (CLC dir. chartered)	1,200	12,000	12,000	Jan. 6 Jan. 20	Wages— Wage increases
Montreal Construction, Association, Montreal, Qué.	Carpenters loc 2182 (AFL-CIO/CLC)	270	2,970	2,970	Jan. 8 Jan. 23	Reduction in hours— Return of workers
Canatom Mon Max Ltd, Glace Bay, N.S.	Various Trade Unions	1,200	7,200	7,200	Jan. 22 Jan. 30	Respecting picket lines of Boilermakers loc 73— Return of workers under Cease and Desist order
Transportation & Utilities						
TRANSPORTATION						
British Columbia Railway Co., Various locations B.C.	Five Unions	550	2,360	18,470	Nov. 21 Jan. 7	Wages & union jurisdiction— Wage increases
Johnston Terminals and Storage Ltd, Vancouver Island & Lower mainland, B.C.	Teamsters loc 31 & 213 (Ind.)	1,200	7,400	7,400	Jan. 2 Jan. 11	Suspension of two employees— Not reported
*Four Trucking Firms Various locations, Qué.	Teamsters loc 106 (Ind.)	700	14,000	14,000	Jan. 6	Wages—
Assoc. du camionnage du Québec Inc., Various locations, Qué.	Teamsters loc 106 (Inc.)	2,500	42,500	42,500	Jan. 6 Jan. 29	Wages— Wage increases
Autobus acolaires, rég. Chicoutimi (16 companies), Chicoutimi, Qué.	Public Service Fed'n (CNTU)	160	160	1,600	Jan. 20	Wages & fringe benefits—
*CNR Various locations in Canada.	Locomotive Engineers, various locals (Ind.)	1,787	8,750	8,750	Jan. 22	Wages—
Les Autobus Gaudreault Inc., Joliette, Qué.	(CNTU)	107	210	210	Jan. 30	Wages, seniority—

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days January	 Accumulated	Starting Date Termination Date	Major Issues Result
COMMUNICATIONS						
Newfoundland Tel. Co., Various locations, Nfld.	IBEW loc 1615 (AFL-CIO/CLC)	470	470	470	Jan. 21 Jan. 22	Cost-of-living adjustment— Return of workers pending discussions
POWER GAS & WATER						
N.B. Electric Power Commission, Various locations, N.B.	IBEW loc 1733 (AFL-CIO/CLC)	850	2,430	2,430	Jan. 6 Jan. 10	Wages, contracting out of maintenance work— Return of workers under court injunction
Saskatchewan Power Corp., Various locations, Sask.	IBEW loc 2067 (AFL-CIO/CLC)	1,100	2,750	2,750	Jan. 11	Demands for new contract— Return of workers
Services						
EDUCATION						
Windsor Board of Education, Windsor Ont.	Ontario secondary School Teachers Fed'n (Ind.)	661	4,000	20,530	Nov. 19 Jan. 10	Wages— Wage increases, COLA clause
Lakehead Board of Education, Thunder Bay, Ont.	Ontario secondary School Teachers Fed'n (Ind.)	554	12,190	25,490	Nov. 26	Wages & fringe benefits— Wage increases & COLA clause
Wellington Country Separate School Board, Guelph, Ont.	Ontario English Catholic Teachers' Assoc.	222	1,110	1,110	Jan. 6 Jan. 13	Wages— Wage increases
Durham Separate School Board, Oshawa Ont.	Ontario English Catholic Teachers' Assoc.	327	330	330	Jan. 6 Jan. 7	Wages— Wage increases
London-Middlesex Separate School Board, London Ont.	Ontario English Catholic Teachers' Assoc.	400	2,000	2,000	Jan. 6 Jan. 13	Wages— Wage increase
Carleton Roman Catholic School Board, Ottawa, Ont.	Ontario English Catholic Teachers' Assoc.	750	11,250	11,250	Jan. 6 Jan. 27	Wages— Wage increases
Sudbury Separate School Board, Sudbury, Ontario.	Ontario English Catholic Teachers' Assoc.	896	4,480	4,480	Jan. 6 Jan. 13	Wages— Wage increases

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY, 1975 (PRELIMINARY) (CONT'D)

Industry Employer Location	Union	Workers Involved	Duration in Man-days January	 Accumulated	Starting Date Termination Date	Major Issues Result
Ottawa Separate School Board, Ottawa Ontario	Ontario English Catholic Teachers' Assoc.	1,200	6,000	6,000	Jan. 6 Jan. 13	Wages– Wage increases
Alberni Valley School District, Port Alberni, B.C.	Public Employees loc 727 (CLC)	125	380	380	Jan. 6 Jan. 9	Not reported– Not reported
Collège de Sherbrooke, Sherbrooke, Qué.	Teachers' Fed'n (CNTU)	350	3,150	3,150	Jan. 7 Jan. 20	Suspension of one teacher– Teacher re-instated
University of Calgary, Calgary, Alberta	Civil Service Assoc. of Alberta loc 36 & 63 (CLC)	1,100	3,300	3,300	Jan. 9 Jan. 14	Cost-of-living adjustment– Settled by court ruling
Nanaimo School District, Nanaimo, B.C.	Public Employees loc 606 (CLC)	175	700	700	Jan. 21 Jan. 27	Job security– Not reported
Calgary School District # 19, Calgary, Alberta	Public Employees loc 40 (CLC)	838	2,510	2,510	Jan. 29	Wages, hours of work and other issues–
HEALTH & WELFARE						
Norwood Auxiliary Hospital Dr. A McGugan Nursing Home, Edmonton, Alberta	Public Employees loc 1158 (CLC)	300	6,600	15,810	Nov. 19	Wage increase to non-union workers–
Hôpital du Sacré-Coeur, Hull, Qué.	Service Federation (CNTU)	288	1,010	1,010	Jan. 28	Week end work–
Thompson General Hospital, Thompson, Man.	Retail Wholesale Union, loc 832 (AFL-CIO/CLC)	130	520	520	Jan. 28	Grievances–
Victoria General Hospital, N.S. Pathological Institute, Halifax, N.S.	N.S. Government Employees Assoc. (Ind.)	160	160	160	Jan. 30	Wages–
Public Administration						
FEDERAL ADMINISTRATION						
*Royal Canadian Mint Ottawa (Ont.) Hull (Qué.) & Winnipeg (Man.)	Public Service Alliance (CLC)	650	10,400	10,400	Jan. 9	Wages, COLA clause–
LOCAL ADMINISTRATION						
City of Sydney Sydney, N.S.	Public Employees Loc 759 (CLC)	110	110	110	Jan. 6 Jan. 8	Suspension of one employee– Settled by mutual agreement

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, JANUARY, 1975 (PRELIMINARY) (CONCL

Industry Employer Location	Union	Workers Involved	Duration in Man-days January	 Accumulated	Starting Date Termination Date	Major Issues Result
City of St. John's St. John's, Nfld	Public Employees loc 569 (CLC)	500	1,000	1,000	Jan. 13 Jan. 15	Respecting picket lines of Public Employees loc 1289– Return of workers when loc 1289 returned
City of Victoria, Victoria, B.C.	Public Employees loc 388 (CLC)	250	1,250	1,250	Jan. 27	Respecting picket lines set up by CUPE loc 50–
City of Victoria, Victoria, B.C.	Public Employees loc 50 (CLC)	280	1,400	1,400	Jan. 27	Wages–

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ndustrial Relations Research in Canada (annual). An inventory of industrial elations research undertaken by the Department, other government departments, academic institutions and private individuals. Free. Cat. No. L2-29/1973.

ECONOMICS AND RESEARCH BRANCH

Labour Organizations in Canada (annual). Contains a brief commentary, the latest statistical data on union membership, and a directory of labour organizations with names of their principal officers, publications and the geographic distribution of their local branches in Canada. (Bilingual). Price $1.50. Cat. No. L2-2/1973.

Strikes and Lockouts in Canada (annual). Furnishes a record of strikes and lockouts occurring in Canada during a year. Tables and related texts show strikes and lockouts by years, by areas, by industries, including time lost, number of workers involved, duration, etc. Price 75 cents. Cat. No. L2-1/1972.

Wage Rates, Salaries and Hours of Labour, 1974. This year the annual report containing the results of the October 1 survey of occupational wage rates and standard hours of work in selected industries appears in 35 separate booklets containing data for each of 35 major communities across Canada. The information is final; there is no preliminary report. In addition to the statistical measures presented in previous years, the 1974 report shows the median and 1st and 3rd quartiles. Information will also be shown by size of establishment and union/non-union for office employees. Various prices. Bilingual. Cat. No. L2-557.

Working Conditions in Canadian Industry, 1972. (Bilingual). Price $2.00. Cat. No. L2-15/1972.

Measuring the Quality of Working Life. Proceedings of a symposium on social indicators of working life. Ottawa, March 19 and 20, 1973. Edited by Alan H. Portigal. Price $4.00. Cat. No. L41-13/1974.

Productivity, Costs and Prices. An examination of trends in selected manufacturing industries, by Allan A. Porter. 1973. Occasional Paper No. 7. Price $3.75. Cat. No. L41-1173.

WOMEN'S BUREAU

Women's Bureau '69. Papers dealing with the new role of women; discriminatory practices in connection with the recruitment of highly qualified women; and a consideration of the economic value of unpaid domestic services. (Bilingual). Free.

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Women's Bureau '71. Papers dealing with statistical data on working women; need for perseverance in rectifying injustices affecting working women; actions taken as a result of the Report of the Royal Commission on the Status of Women; and two international agencies with which the Women's Bureau is closely associated (Bilingual). Free.

Women's Bureau '72. Papers dealing with union responsibility for equal opportunity for women; occupational segregation in the health professions; past setbacks in achieving equality; the double jeopardy of socially disadvantaged women. And two communications with the press. (Bilingual). Free.

Women's Bureau '73. Papers dealing with the role of social workers and the status of women; organized labour in relation to working women; the rights of man and the status of women; equality in pensions for working women; and Quebec's contribution to the status of women in Canada. (Bilingual). Free.

Women in the Labour Force. Facts and Figures (1973 edition). 108 tables of statistics on many aspects of women's participation in the labour force. It includes sections on earnings, professions, manpower placements and trainees, historical data and projections. Free.

Conventions and Laws Relating To Working Women (Bilingual). Free.

LEGISLATIVE RESEARCH BRANCH

Labour Relations Legislation in Canada. A comparative study of the federal and provincial Labour Relations Acts in Canada as they existed at the end of 1968. (A separate reprint is available free on request). Price $3.50. Cat. No. L34-2069.

Labour Standards in Canada. Sets out standards in effect under federal and provincial labour laws regarding child labour, minimum wages, equal pay for equal work, hours of work, weekly rest day, annual vacations with pay, public holidays, fair employment practices, notice of termination of employment, maternity protection (new section) and workmen's compensation. (English or French). Price $1.00. Cat. No. 12-7/1973.

Workmen's Compensation in Canada. Deals with compensation for employment injury, the basic principles underlying the system, and coverage of the provincial Acts as of December 31, 1967. (Information on changes in workmen's compensation laws is published yearly and is available free on request). 1969. (English or French). Price $1.00. Cat. No. L34-1969.

ACCIDENT PREVENTION AND COMPENSATION BRANCH

Safety Perspective Sécurité. Periodical designed to assist employers and employees in up-grading accident prevention programs. (Bilingual). Free. Cat. No. L36-2072.

Canada Occupational Safety Manual. Intended as a guide to persons charged with developing and maintaining an accident prevention program. 1. Planning for Safety. 2. Employment Safety Audit Guide. 3. Accident Investigating and Reporting. (English or French). 50 cents each.

Bibliography, Occupational Safety and Health. Lists some 500 selected holdings of Technical Library. Accident Prevention Division, 1974. Free. Cat. No. L36-23/1974.

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